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**ISAZISO SEPHONDO**

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**ISEBE LEMFUNDO ENTSHONA KOLONI****IINKQUBO ZONYULO NOKUSEKWA KWAMABHUNGA OLAWULO KWIMIGAQO  
YEZIKOLO ZIKARHULUMENTE, 2024**

UMphathiswa wePhondo weMfundo eNtshona Koloni, phantsi kwecandelo 24, xa lifundwa necandelo 63, loMthetho wezeMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997), umisele le migaqo ithiwe thaca kule Shedyuli.

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### **Iingcaciso**

1. Kule migaqo, ngaphandle kwaxa kuthe kwachazwa ngahlobo lumbi, naliphi na igama okanye imvakaliso enikwe intsingiselo ngokwalo Mthetho liza kuba nentsingiselo eliyinikiweyo yaye, ngaphandle kokuba imeko ikhokelela kwelinye icala—

“**umgqatswa ongumzali owamkelweyo**” oku kuthetha ngomgqatswa ongumzali ukutyunjwa kwakhe kwamkelwe ligosa lonyulo lesikolo ngokomgaqo 18(6);

“**usuku**” lubhekisa kulo naluphi na usuku, ngaphandle kweholide kawonkewonke kunye nosuku oluwela kwiholide yesikolo;

“**ISEbe leMfundo**” lithetha ngesebe lephondo elijongene nezemfundo kweli phondo;

“**igosa lonyulo lesithili**” kubhekiswa kwigosa eliyintloko yolawulo kwiofisi yesithili semfundo;

“**unyulo nge intanethi**” lubhekisa kunyulo lwebhunga lolawulo apho kuthi kwizigaba ezithile kusetyenziswe iinkqubo ezikhatshwa bubuxhakaxhaka bobugcisa (intanethi) khona;

“**ilungu eliselungelweni**” libhekisa kwilungu elinelungelo lokuvota;

“**uvoto nge intanethi**” lubhekisa ekufakeni ivoti kunyulo olwenziwa ngobuxhakaxhaka bobugcisa (intanethi);

“**isikhululo sovoto ngeintanethi**” sibhekisa kwisikhululo sokuvota kuvoto lwe-intanethi;

“**I-Immigration Act**” ibhekisele kwi-Immigration Act, 2002 (uMthetho 13 ka-2002);

“**usuku lokugqibela wonyaka wesikolo kubafundisantsapho**” lubhekisa kuLwesihlanu weveki yesibini kweyoMnga wonyaka ngamnye;

“**usuku lokugqibela lonyaka wesikolo kubafundi**” lubhekisa kuLwesithathu weveki yesibini kweyoMnga wonyaka ngamnye;

“**isihlo sophazamiseko olumandla**” sibhekisa kwisihlo esiphazamisana nemisebenzi, intsebenzo okanye iinkqubo eziqhelekileyo zesikolo, nokuba bezilindelekile na okanye bezingalindelekanga, nezikhokelela ekuphulukaneni nasekuphazamisekeni kwenkqubo eqhelekileyo yesikolo;

“**intlanganiso**” kubhekiswe kwindibano enye esemthethweni yamalungu ebhunga lolawulo okanye yekomiti kwaye iquka intlanganiso ehlelwe kubuchwepheshe bobuxhakaxhaka apho onke amalungu ekhona evakala ngokucacileyo;

“**ilungu**” libhekisa kwilungu lebhunga lolawulo;

“**intlanganiso yokuqinisekisa utyunjo**” ibhekisa kwintlanganiso ngokuthiwe thaca kumgaqo 16(1)(a)(i);

“**ongengomhlohli**” ubhekisa emntwini, ngaphandle komhlohli, oqeshwe esikolweni ngokwesivumelwano sethutyana okanye isigxina ngokwemiqathango yoMthetho weeNkonzo zoLuntu, ka-1994 (Isibhengezo 103 sika-1994), okanye sisikolo sikarhulumente ngokwemiqathango karhulumente yecandelo 21A(5) salo Mthetho, kwaye iquka umntu ofumana isibonelelo sesikolo ubuncinane iinyanga ezili12;

**“isikolo esiqhelekileyo”** sibhekisa kwisikolo esingesiso isikolo sabafundi abanezidingo ezizezinye;

**“umzali”** ubhekisa—

(a) Umzali okanye umgcini womfundi;

(b) Umntu onelungelo elisemthethweni lokubangumgcini womfundi; okanye

(c) Umntu owenze izibophelelp zalowo ocamngciweyo kumhlathi (a) nomhlathi (b) malunga nemfundo yomfundi esikolweni;

**“I-Protection of Personal Information Act”** ibhekisa kwiProtection of Personal Information Act, 2013 (uMthetho 4 ka-2013);

**“ikomiti yonyulo yesikolo”** ibhekisa kwigosa lonyulo lesikolo kunye nabantu abanyulwe ngokomgaqo 11(6) ukuba bancedise igosa lonyulo lesikolo kwintlanganiso yokuqinisekisa utyunjo nokhetho;

**“ikhoram yentlanganiso”**, ngokunxulumene nentlanganiso yebhunga lolawulo, ibhekisa kwikhoram echatshazelwe kumgaqo 34(21);

**“isikolo”** sibhekisa kwisikolo esiqhelekileyo sikawonkewonke okanye kwisikolo sikawonkewonke esenzelwe abafundi abanezidingo ezizodwa;

**“igosa lonyulo lesikolo”** libhekisa kwigosa lonyulo elibekwe ngokomgaqo 11(2);

**“iqela lonyulo lesikolo”** libhekisa kwigosa lonyulo kwisikolo ndawonye nabantu abaqeshelwe ukuncedisana negosa lonyulo leso sikolo ngokomgaqo 11 (6);

**“iholide yesikolo”** ibhekisa kwiholide yesikolo echazwe kuMgaqonkqubo kaZwelonke wokuMisela iiKhalenda zeZikolo ukwenzela izikolo zikawonkewonke; eMzantsi Afrika, zenziwe phantsi kwesaziso sikaRhuumente 57 kwiGazethi kaRhulumente 38330 yomhla wama30 kweyoMqungu 2015;

**“isekela”** libhekisa kwisekela lenqununu okanye kumhlohli obambe indawo yesibini ephezulu kweso sikolo;

**“ibhunga elixhasayo”** libhekisa kwibhunga elinikezela ngenkxaso yemali kwisikolo esineemfuno zemfundo ezizodwa;

**“inkqubo”**, ngokunxulumene nonyulo oluqhutywa nge-intanethi, yinkqubo ebhekisa kwinkqubo yezobugcisa esetyenziselwa olo khetho;

**“uMthetho”** ubhekisa kuMthetho wezeMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997).

## Ukwakhiwa kwebhunga lolawulo

2. (1) Ngokomgaqwana (21), ibhunga lolawulo lesikolo lamabanga aphakamileyo eliqhelekileyo, isikolo esiphakathi okanye isikolo esiquka onke la mabanga kufuneka liqulathe—

(a) abazali abasixhenxe;

(b) abafundisintsapho ababini kweso sikolo;

(c) umsebenzi omnye ongengomhlohli kwesi sikolo;

(d) abafundi ababini (2) abakwibanga lesibhozo okanye ngentla abakhethwe libhunga elimele abafundi kwakumalungu alo; kunye

(e) nenqununu.

(2) Ngokomgaqwana (21), ibhunga lolawulo lwesikolo esiqhelekileyo samabanga aphantsi esinonqununu, abafundisintsapho ababini kunye nomnye okanye abanye abangengobafundisintsapho kufuneka uqulathe—

(a) abazali abahlanu;

(b) abahlohli ababini beso sikolo;

(c) umsebenzi omnye ongengomfundisintsapho; kunye

(d) nenqununu.

(3) Ngokomgaqwana (21), ibhunga lolawulo lesikolo esiqhelekileyo samabanga aphantsi esinomsebenzi ongunqununu, umfundundisantsapho omnye kunye nomsebenzi ongengomfundisantsapho kufuneka uqulathe—

- (a) abazali abane;
- (b) Umfundisantsapho weso sikolo ongenguye unqununu;
- (c) Umsebenzi omnye ongengomfundisantsapho; kunye
- (d) unqununu;

(4) Ngokomgaqwana (21), ibhunga lolawulo lesikolo sabafundi abaneemfuno zemfundo ezizodwa kufuneka siqulathe—

- (a) abazali abasixhenxe;
- (b) abafundisantsapho ababini beso sikolo;
- (c) umsebenzi ongengomfundisantsapho;
- (d) abafundi ababini abakwibanga lesibhozo okanye elingentla, abakhethwe libhunga elimele abafundi kwakumalungu alo, ukuba kuyakwazeka oko;
- (e) inqununu;
- (f) ummeli omnye kwibhunga elixhasa ngemali; ukuba kuyakwazeka oko;
- (g) ummeli omnye kwimibutho yabazali babafundi abanezidingo zemfundo ezizodwa, ukuba kuyakwazeka oko;
- (h) umntu onye ophila ngokukhubazeka, ukuba kufanelekile;
- (i) ingcali enye kwiinkalo efanelekileyo yemfundo ekhethekileyo; kwaye
- (j) nengcali enye kwelinye lamacandelo afanelekileyo eemfuno zemfundo ezizodwa.

(5) Ulawulo lesikolo esiqhelekileyo esinomsebenzi oyinqununu, kunye—

- (a) nomfundisantsapho omnye;
- (b) umsebenzi ongengomfundisantsapho; okanye
- (c) kungabikho mfundisantsapho na msebenzi ongengomfundisantsapho,

kufuneka abandakanywe nebhunga lolawulo lesikolo esikufutshane kwaye makabe phantsi kolawulo olwabelanayo.

(6) Ibhunga lolawulo ekubhekiselelwe kulo ngumgaqo 2(1), (2), (3) kunye neyesi (4) engaqulathanga nokuba—

- (a) ngumzali omnye;
- (b) ngumfundisantsapho omnye;
- (c) ngumntu omnye ongengomfundisantsapho;
- (d) ngumfundi omnye; ukuba kunokwenzeka; okanye
- (e) kwimeko yesikolo sabafundi abaneemfuno zemfundo ezizodwa, ingcali enye kwiinkalo ezifanelekileyo zeemfuno zemfundo ezizodwa, isekwe ngokungekho sikweni kwaye ayisebenzi.

(7) Kwiimeko ezichatshazelwe kumgaqwana (6), inqununu kufuneka zingadlulanga iintsuku ezintlanu emva kokuba ifumanise ukuba ibhunga lolawulo aliqulunqwanga ngendlela efanelekileyo kwaye alisebenzi, yazise igosa lonyulo lesithili eliza kufuneka liyalele igosa lonyulo lesikolo zingadlulanga iintsuku ezilishumi lokwaziswa ukuba, liqhube unyulo lwezo ndidi ngokuhambelana nale migaqo.

(8) Isigqibo esithathwe libhunga lolawulo okanye inyathelo elenziwe ngegonye lebhunga lolawulo alikho mthethweni kuba bekukho isithuba kwelo bhunga lolawulo okanye kuba loo mntu ebengenalungelo lokuhlala njengelungu eligunyazisiweyo ngexesha lokuthathwa kwesigqibo okanye lokugunyazisa, ukuba kuthathwe isigqibo okanye inyathelo elo ligunyaziswe kukho ikhoram kwintlanganiso yebhunga lolawulo, kuxhomekeka ekubeni ibhunga lolawulo lenziwe ngokufanelekileyo, kwaye isindululo esikhokelele kwisigqibo sacetywa lilungu elinelungelo lokuvota laze laxhaswa lelinye ilungu.

(9) Ibhunga lolawulo lesikolo oluchatshazelwe kwimigaqwana (1), (2) nowesi (3) lingakhetha amalungu angabahlali angabi phezulu kwesithathu ukuze axhobise ibhunga lolawulo lesikolo ukuba lenze imisebenzi eliyityunjelwe ukuba liyenze.

(10) Ukhetho oluchatshazelwe kumgaqwana (9) kufuneka ibhalwe phantsi kwaye inike isizathu sokhetho kunye nexesha lokhetho.

(11) Ilungu lasekuhlaleni alinakukhethwa ngokomgaqwana (9) ngaphezulu kwamaxesha amathathu eenyanga ezili12 ngalinye: Kuxhomekeke ekubei ithuba lokhetho alinakudlulela ngaphaya kwexesha lebhunga lolawulo.

(12) Ngokuxhomekeke kumgaqo 3(4) nowesi(5) kunye nomgaqo 7(11) kunye nowesi 32(4), amalungu atyunjiweyo akanamalungelo okuvota kwibhunga lolawulo kwaye akanako—

- (a) ukwenza isiphakamiso kwintlanganiso yebhunga lolawulo;
- (b) ukuseka umntu ofake isiphakamiso kwintlanganiso yebhunga lolawulo; okanye
- (c) ukuba ngusihlalo webhunga lolawulo.

(13) Abazali babafundi besikolo kufuneka batyumbe kwaye banyule amalungu abazali akhankanywe kwimigaqwana (1)(a), (2)(a), (3)(a), kunye nowesi (4)(a).

(14) Abafundisantsapho abaqeshwe esikolweni kufuneka batyumbe kwaye banyule amalungu angabafundisantsapho abacamngciweyo (1)(b), (2)(b), (3)(b) kunye nowesi (4)(b): Ngokuxhomekeke ekubeni kwiimeko ezicamngciweyo kwimigaqwana (1)(b), (2)(b) kunye nowesi (4)(b) ukuba isikolo sinabafundisantsapho ababini kuphela, loo malungu anyulwa ngokuzenzekelayo.

(15) Ukuba ilungu elingumfundisantsapho elikhankanywe kwimigaqwana (1)(b), (2)(b), (3)(b) okanye ku (4)(b) liqeshelwe ukusebenza endaweni yenqununu kweso sikolo, ibhunga lolawulo kufuneka libize omnye umfundisantsapho kweso sikolo kumagama atyunjwe ze afakwa kwibhunga lolawulo ngabahlohli ukuze lowo ahlale apho njengolungu de libe ilungu eliqeshelwe ukuthabatha indawo yenqununu liyayeka ukwenza loo msebenzi.

(16) Abasebenzi abangengobafundisantsapho abaqeshwe kweso sikolo kufuneka batyumbe ze banyule amalungu angengobafundisantsapho abakhankanywe kwimigaqwana (1)(c), (2)(c) kunye nowesi(4)(c): Ngokuxhomekeke ekubeni isikolo sinomntu omnye kuphela ongenguye umfundisantsapho, elo lungu lonyulwa ngokuzenzekela.

(17) Kwiimeko ezichaziweyo kumgaqwana (3)(c), ilungu elingengomfundisantsapho lonyulwa ngokuzenzekela.

(18) Ibhunga elimele abafundi esikolweni kufuneka lityumbe kwaye lonyule amalungu angabafundi ngokuchazwe kumgaqwana (1)(d) kunye nowesi (4)(d).

(19) Ibhunga lolawulo lesikolo sabafundi abaneemfuno zemfundo ezizodwa kufuneka limisele ikomiti eza kujongana nemicimbi yeemfuno zemfundo ezizodwa njengoko kukhankanyiwe kwicandelo 30(2) soMthetho weZikolo zoMzantsi Afrika.

(20) Ikomiti ekhankanywe kumgaqwana (19) kufuneka—

- (a) ihlangane ubuncinci kanye ngekota yonyaka wesikolo; ze
- (b) ibandakanye—

- (i) inqununu;
- (ii) amalungu amabini ebhunga lolawulo angabazali;
- (iii) umfundisantsapho omnye; kunye
- (iv) ukuba kuyenzeka oko, ubuncinci, nomnye kodwa bangadluli kwisihlanu (5) saba bantu balandelayo:
  - (aa) ummeli wamabhunga axhasa ngemali;
  - (bb) ummeli wemibutho yabazali babafundi abaneemfuno zemfundo ezizodwa;
  - (cc) ummeli wemibutho yabantu abaphila nokukhubazeka;
  - (dd) umntu ophila nokukhubazeka; kunye
  - (ee) nengcali kumacandelo afanelekileyo emfundo eneemfuno ezizodwa.

(21) INTloko yeSebe ingayiphumeza indlela elakhiwe ngayo ibhunga lolawulo kunye nexesha eza kuqhuba ngalo kweso sikolo, ndlela leyo yahlukileyo kwindlela ekuqhele ukwakhiwa ngayo neliqhele ukuqhuba ngalo ibhunga lolawulo njengoko kuthiwe thaca kwimigaqwana (1), (2), (3) kunye nowesi (4) ukuba—

(a) ibhunga lolawulo leso sikolo lithe lafaka isicelo ngembalelwano licela imvume yaloo ndlela yahlukileyo yokwakhiwa kwalo ze lanikezela nezizathu zoko; okanye

(b) ibhunga lolawulo kufuneka ukuba limiselwe ukwenza umsebenzi webhunga lolawulo okwethutyana, ukuba liliso kwiphulo lokusekwa kwesikolo esitsha, yaye neNtloko yeSebe ikholisekile ukuba loo ndlela yokwakhiwa kwalo kuza kuba yinzuzo kwimfundo kweso sikolo.

(22) Ngaphandle kwesikolo esisungulwe ngokwemiqathango yecandelo 12(1)(g) yalo Mthetho, kwiimeko ezikhankanywe kumgaqwana (21)(a) inani lamalungu angabazali abakwibhunga lolawulo lesikolo esimiselwe ngokwemigaqwana (1), (2), kunye nowesi (3) kufuneka libe nalo nelinye ilungu elongezelelweyo kunenani elihlanganisiweyo lekhabhinethi yamanye amalungu anamalungu okuvota.

(23) Nangaliphi na ixesha iNtloko yeSebe ingathi ngokubona kwayo, ikurhoxise ukuphunyezwa okukhankanywe kumgaqwana (21)(b) ze alichithe ibhunga lolawulo lexeshana ekujoliswe kulo, apho kuya

kufuneka kumiselwe ibhunga lolawulo elitsha ngokwemigaqwana (1), (2), (3) okanye (4), ngokuxhomekeka kwimeko leyo.

(24) Ibhunga lolawulo lethutyana elichazwe kumgaqwana (21)(b), nakumgaqo 3(8)(a) kunye nowesi 8(4) kufuneka ibe—

- (a) ligosa lonyulo lesithili njengosihlalo;
- (b) ngumphathi wesekethe ojongene nesikolo;
- (c) ligosa lezemali kunye neerekhodi zesikolo elinoxanduva lesikolo njengonondyebo;
- (d) ngumncedisi mlawuli olawula iimali neerekhodi zesikolo ezichazwe kumhlathi (c) ojongene neso sithili semfundo njengonobhala;
- (e) lisekalagosa eliyingcali kwezemfundo nolawulo elinoxanduva lweso sithili semfundo njengosekelasihlalo; kunye
- (f) nonqununu.

(25) Igosa lonyulo lephondo kufuneka linikeze amagama neenkukacha njengoko kuchazwe kwisolotyana (24) kwiNtloko yeSebe.

### Ufakelelo lwamalungu angabazali

3. (1) Ukuba kukho isithuba samalungu angabazali kwibhunga lolawulo, okanye inqununu yazi ukuba kuza kubakho isithuba kwibhunga lolawulo kufuneka zingadlulanga iintsuku ezintlanu isazi ngesi sithuba yazise bonke abazali babafundi besikolo ngaso, ngokuthi inike umfundi ngamnye imbalelwano ebayalela ukuba bayinike abazali babo ze abazali babonise ngokubhaliweyo kwinqununu zingadlulanga iintsuku ezimbini zesikolo ukususela kumhla wesaziso ukuba umzali ukulungele ukusebenza njengelungu elifanelekileyo kwibhunga lolawulo.

(2) Kwisaziso esiya kubazali njengokuba kuchaziwe kumgaqwana (1) inqununu kufuneka ithathe umzali oza kukwazi ukusebenzisana nelungu lebhunga lolawulo, loo mzali kufuneka angenise isicatshulwana enika isizathu sokuba kutheni efuna ukungena kwibhunga lolawulo.

(3) Emva kweentsuku ezimbini zesikolo njengoko kucatshuliwe kumgaqwana (1), usihlalo webhunga lolawulo kufuneka abize intlanganiso ekhethekileyo yebhunga lolawulo, emva kokuba enike isaziso seeyure ezingama48 ubuncinane kumalungu ebhunga lolawulo, sokuba akhethe okwethutyana ilungu elingumzali elinelungelo lokuvota, ngaphandle kokuba intlanganiso yokukhetha ilungu elingumzali ikhorateyiti.

(4) Ukuba inani labazali abakulungeleyo ukutyunjwa njenganmalungu anelungelo lokuvota akhethiweyo kwibhunga lolawulo, abo bazali baya kuthathwa ngokuba ngamalungu ebhunga lolawulo atyunjiweyo, ngokuxhomekeka ekubeni bafanelekile ukusebenza njengamalungu ebhunga lolawulo.

(5) Ukuba inani labazali abakulungeleyo ukutyunjwa njengamalungu anelungelo lokuvota lingaphezulu kwenanilezithuba ezivulekileyo, ngoko ke amalungu ebhunga lolawulo anelungelo lokuvota kufuneka abize intlanganiso yekhorati aqwalasele izizathu ezicamngciweyo kumgaqwana (2) kwaye athabathe amalungu omzali kwaba kwaba bazali ngenkqubo ecacileyo, enobulungisa nedomakhrasi, enokubandakanya ukuvota.

(6) USihlalo webhunga lolawulo akanakho ukubiza intlanganiso kawonkewonke okanye intlanganiso ekhethekileyo yebhunga lolawulo kuze kukhethwe ilungu elingumzali elinelungelo lokuvota njengoko kuchazwe kwimigaqwana (4) kunye no (5).

(7) Ukuba inani lamalungu ebhunga lolawulo alanelanga ukuseka ikhoram inqununu kufuneka yazise igosa lonyulo lephondo ngaphandle kokulibazisa ukuba ibhunga lolawulo lifuna ukwazi.

(8) Kwiimeko ezichazwe kumgaqwana (7)—

- (a) iNtloko yeSebe kufuneka kwisithuba seentsuku ezintathu zokufumanisa ukuba akukho khoram iseke ibhunga lolawulo lwethutyana elingadluli kwiintsuku ezingama90;
- (b) igosa lonyulo lesikolo kufuneka lithumele isaziso esichazwe kumgaqo 17 (1) zingaphelanga iintsuku ezili14 emva kokuba iNtloko yeSebe iseke ibhunga lolawulo lethutyana; kwaye
- (c) ibhunga lolawulo elitsha kufuneka linyulwe ngokwemiqathango yale migaqo zingadlulanga iintsuku ezingama9 ekubhekiselelwe kuzo kumhlathi (a).

(9) Ukuba umzali unamalungelo okuvota njengoko kuchazwe kwimigaqwana (4) okanye (5), olo khetho luya kuphela xa isithuba sigwaliswe ngonyulo olongezelelweyo ekufuneka lubanjwe kwisithuba seentsuku ezingama90 emva kokuba isithuba eso sithe savalwa, ngokungqinelana neenkqubo ezifana nezo zonyulo lwamalungu angabazali njengoko kuchazwe kule migaqwana.

(10) Ngokuxhomekeke kumgaqwana (11), okhethwe ngokwemigaqo (4) okanye (5) akanakusebenza ngaphezulu kwentsuku ezingama90 njengelungu elityunjwe libhunga lolawulo.

(11) Ukuba unyulo olongezelelweyo oluchazwe kumgaqwana (9) alwenziwanga kwisithuba seentsuku ezingama90 emva kokuba isithuba sivelile isithuba ngenxa yesiganeko esiphazamisayo esikhulu, lowo utyunjweyo ngumzali uyaqhubeka nokusebenza kwibhunga lolawulo side sidlule eso siganeko.

(12) Kwiimeko ezichazwe kumgaqwana (11) unyulo olongezelelweyo kufuneka lubanjwe zingaphelanga iintsuku ezingama30 ukususela kumhla wokudlula kweso siganeko sikhulu siphazamisayo.

(13) Unobhala webhunga lolawulo kufuneka aqinisekise ukuba imicimbi yentlanganiso engaqhelekanga lokhetho lelungu elingumzali njengoko kuchaziwe kumgaqwana (3).

(14) Inqununu kufuneka igcine imizuzu kwifayile echaziweyo kumgaqo (13) kunye nala maxwebhu alandelayo:

- (a) saziso esichazwe kwimigaqwana (1) no (2) esazisa abazali ngesithuba esivulekileyo;
- (b) impendulo ebhaliweyo evela kwabo abazali abathe babonise ukuvuma kwabo ukusebenza njengelungu lebhunga lolawulo;
- (c) isaziso ekubhekiselelwe kuso kumgaqo (3) sokubamba intlanganiso ekhethekileyo;
- (d) iajenda yentlanganiso ekhethekileyo;
- (e) ubungqina bokuba isaziso ne-ajenda zithunyelwe kumalungu ebhunga lolawulo;
- (f) imizuzu etyikityiweyo yentlanganiso ekhethekileyo; kunye
- (g) nerejista yokuzimasa etyikityiweyo yentlanganiso ekhethekileyo.

(15) Intlanganiso yokuqinisekiswa kokutyunjwa nonyulo lovalo sikhewu oluxelwe kwimigaqo (9) no (12) kufuneka lubanjwe ngokwale migaqo.

#### **Ukungalungeli ukuba lilungu lebhunga lolawulo kwanokungamkeleki ukuba lilungu lebhunga lolawulo**

4. Umntu akanakutyunjelwa, aqeshwe njengelungu elivunyiweyo lebhunga lolawulo okanye aqhubeke nokuba lilungu lebhungu lolawulo elivunyiweyo ukubo—

- (a) wayekhe ebomini wagwetywa yinkundla yomthetho ngetyala awathi wanikwa isigwebo sokuvallelwa enkundleni esanqunyanyiswayo kodwa walivinjwa ithuba lokukhutshiswa umdliwo wawalelwa umdliwo, okanye wathi wagwetyelwa ukuqamela ngenqindi ze walivinjwa ithuba lokukhutshiswa umdliwo wawalelwa umdliwo, ngaphandleni kokuba uthe wakhutshwa ngokuxolelwa, okanye ithuba leso sinqumamiso okanye lokuhlala ejele lidlule ubuncinci isithuba seminyaka emithathu ngaphambi kosuku lokuchongelwa kwakhe kwibhunga elo lolawulo;
- (b) unomntwana, kubandakanywa umntwana okhuliselelwe kwikhaya angazalelwanga kulo umntwana, umlingani, umzali, udade okanye ubhuti, utatomkhulu, umakhulu, utatazala, umamazala, usibali, okanye indodakazi e—
  - (i) lilungu lebhunga lolawulo; okanye
  - (ii) esebenza kweso sikolo kuthethwa ngaso;
- (c) kwimeko llungu elingumzali, usebenza esikolweni okanye usebenzela isikolo;
- (d) unomdla wezezimali, wezoqoqosho okanye umdla nje esikolweni okanye wokusebenzela umnini weshishini okanye umntu osemthethweni onomdla wemali okanye wezoqoqosho esikolweni;
- (e) wathi wachazwa njengongakulungelanga ukusebenza nabantwana ngokwemiqathango yomthetho i*Children's Act, 2005* (Umthetho 38 ka-2005), okanye ye*Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007* (Umthetho 32 ka-2007);
- (f) uphazamiseke ngokwasengqondweni yaye oko kudizwe yinkundla yomthetho;
- (g) akazangeancedakale ekwahlulekeni ukuhlawula amatyala akhe;
- (h) ongekho kuluhlu labavoti lweso sikolo sichaphazelekayo;
- (i) ngaphandle kwenqununu, kwimeko apho umhlohli aqashwe ngokwemiqathango yoMthetho wokuQeshwa kwabaHlohlo-1998 (uMthetho 76 ka-1998), wathi wafunyanwa enetyala lokungaziphathi kakuhle ze—
  - (i) wanikwa umdliwo;
  - (ii) wayekhe wanqunyanyiswa ngaphandle komvuzo;
  - (iii) wakhe wehliselwa; okanye
  - (iv) wanikwa isigwebo esihlanganisa ezi zikhankanywe kumasolotyana (i) ukuya ku-(iii), ngaphandle kokuba ixesha elo lesigwebo liphele ubuncinane isithuba seminyaka emithathu



- ngaphambi komhla wokutyunjwa kwakhe okanye wokunyulwa kwakhe njengelungu lebhunga lolawulo;
- (j) kwimeko yomntu ongengomfundisintsapho afunyaniswe enetyalalokuziphatha ngobugwenxa waze—
- (i) wanqunyanyiswa ngaphandle komvuzo;
  - (ii) wehliselwa; okanye
  - (iii) wafumana intlanganisela yezigwebo ezikhankanywe kumasolotyana (i) no (ii), ngaphandle kokuba ixesha elo lesigwebo liphele ubuncinane isithuba seminyaka emithathu (3) ngaphambi komhla wotyunjwa kwakhe okanye wokunyulwa kwakhe njengelungu lebhunga lolawulo;
- (k) kwimeko echaphazela umgqatswa ongumzali, ongenamntwana ufunda kweso sikolo;
- (l) kwimeko apho umfundi—
- (i) kwiminyaka emithathu edlulileyo uye wagxothwa kuso nasiphi na isikolo yiNtloko yeSebe;
  - (ii) kwiminyaka emithathu edlulileyo ebemnqunyanyisiwe libhunga lolawulo;
  - (iv) engapasanga banga kwiminyaka emibini edlulileyo nakwesiphi na isikolo; okanye
  - (iv) akonyulwanga libhunga elimele abafundi abasuka kumaqela alo njengoko kuchatshazelwe kumgaqo 28;
- (m) wakhe wakhutshwa kwibhunga lolawulo yiNtloko yeSebe ngokomgaqo 6(8) kwisithuba seminyaka emithathu edlulileyo;
- (n) uyinqununu kwesinye isikolo; okanye
- (o) ligosa leSebe leMfundo eNtshona Koloni elinoxanduva lokongamela kweso sikolo sichaphazelekayo.

## Uphononongo

5. (1) Umntu otyunjwe ukuba abelilungu lolawulo njengoko kuchazwe kwimigaqo 18, 22, 25 no 27 kufuneka anikezele invume yokuphononongwa libhunga elinamagunya okuphonononga ukuze kuqatshelwe ukuthotyelwa komgaqo 4, apho kuyimfuneko khona.

(2) Ngokwenjongo yale migaqo, iarhente yovavanyo evunyiweyo inokuhlola kuphela—

- (a) umntu osebenza kwibhunga lolawulo njengelungu elinelungelo lokuvota;
- (b) umntu oncedisayo kwibhunga lolawulo ongelolungu elinelungelo lokuvota; kwaye
- (c) umntu otyunjelwe ubungcali bakhe kwikomiti yebhunga lolawulo.

(3) Ukuba inkqubo yovavanyo imisela ukuba umntu onyulelwe ukusebenza kwibhunga lolawulo akanakusebenza kwibhunga lolawulo, ubulungu bebhunga lolawulo kufuneka bumiselwe ngokwemiqathango yale migaqo.

(4) Ukuba isityholo senziwe nangubani na kwibhunga lolawulo malunga nelinye ilungu lebhunga lolawulo lokuba aliwuthobeli umgaqo 4, usihlalo webhunga lolawulo, okanye ukuba isityholo senziwe ngokuchasene nosihlalo, igosa lonyulo lesithili, kufuneka lazise ilungu elichaphazelekayo ngokubhaliweyo ngesityholo kwaye linikwe ithuba lokwenza ingxelo kwibhunga lolawulo zingadlulanga iintsuku ezili14 lifumene isaziso.

(5) Ilungu ekwenziwe isityholo ngalo njengoko kuchazwe kumgaqwana (4) kufuneka lirhoxe kwintlanganiselo yebhunga lolawulo ngethuba leengxoxo naxa kusenziwa isigqibo ngesi sityholo.

(6) Ukuba ibhunga lolawulo lithatha isigqibo sokuphonononga ilungu ekubhekiselelwe kuwo kumgaqwana (4) ukuze kuqinisekise ukuthotyelwa komgaqo 4, usihlalo okanye igosa lonyulo lesithili, njengoko imeko injalo, kufuneka lazise ilungu ngokubhaliweyo ngesigqibo salo zingaphelanga iintsuku ezintlanu emva kokuba kuthatyathwe isigqibo.

(7) Kwiimeko ezichazwe kumgaqwana (6), ibhunga lolawulo kufuneka ngokukhawuleza lisondele kwiarhente eqinisekisiweyo yokuhlola ukuze ivavanye ilungu kwisithuba seentsuku ezili14 emva kokuba kuthathwe isigqibo sokuqinisekisa ukuthotyelwa komgaqo 4.

(8) Ukuba iarhente yovavanyo ifumanisa ukuba ilungu aliwuthobeli umgaqo 4, kufuneka linike ingxelo ebhaliweyo kusihlalo okanye kwigosa lonyulo lesithili, njengoko kunokuba njalo, ekufuneka ngoko, zingadlulanga iintsuku ezingama30 ifumene ingxelo—

- (a) linike ikopi yengxelo kwiGosa loNyulo lePhondo ekufuneka lidlulisele ingxelo kwiNtloko yeSebe kunye nengcebiso yokuba libuphelise ubulungu njengoko kuchaziwe kumgaqo 6(8); kwaye

(b) uya kwzisa ilungu elichaphazelekayo ngengxelo nesindululo esichazwe kumhlathi (a).

(9) INtloko yeSebe kufuneka iqwalasele ingxelo ize yazise ngencwadi ebhaliweyo ibhunga lolawulo nelungu elichaphazelekayo ngesigqibo salo zingadlulanga iintsuku ezingama21 zokufumana ingxelo.

(10) Umntu obuphelisiweyo ubulungu bakhe usenokubhalela kuMphathiswa wePhondo zingadlulanga iintsuku ezili14 zokufumana isaziso esikhankanywe kumgaqwana (9).

(11) UMphathiswa wePhondo kufuneka asithathele ingqalelo isibheni eso aze athathe isigqibo ngaloo mbandlela ngokubhaliweyo kwisithuba seentsuku ezingama21 zokufunyanwa kwesibheni.

(12) Isikolo sinoxanduva lwazo naziphi na iindleko eezifunyenwe kuzo nakoluphi na ukuhlola okwenziwa ngokwalo mgaqo.

### **Ixesha lokuba seofisini kwamalungu ebhunga lolawulo**

6. (1) Ngokwemiqathango yomgaqwana (8) no (10) kwakunye nemigaqo 7, 8, 30(3) no 32(16), ixesha lokuba seofisini kwilungu lebhunga lolawulo elingengomfundi kufuneka libe yiminyaka emithathu yaye liqala ukususela ngosuku lokuchazwa kovoto lokunyula ibhunga lolawulo ligosa lonyulo kwisikolo njengobeli khulekile, lungenamkhethe.

(2) Ukuba usuku lokugqibela lokuqeshwa komfundisintsapho kwibhunga lolawulo ngumhla wama31 kweyoMnga ngoko ke usuku lwakhe lokugqibela lokusebenza kwibhunga lolawulo lusuku lokugqibela lonyaka wesikolo kubafundisintsapho okanye ngosuku apho ingqesho yakhe iphela khona esikolweni ipheliswa ngumfundisintsapho okanye umqeshi, nokuba ngowuphi umhla ofika kuqala.

(3) Ukuba usuku lokugqibela lokusebenza esikolweni lwelungu lebhunga lolawulo elingengomfundisintsapho ngumhla wama31 kweyoMnga, ngoko ke usuku lwakhe lokugqibela lokuba lilungu lebhunga lolawulo iza kuba ngumhla wama31 kweyoMnga okanye usuku apho ingqesho yakhe iphela ngalo esikolweni usenokuyiphelisa ngokwakhe okanye ipheliswe ngumphathi wakhe, nokuba ngowuphi na umhla ofika kuqala.

(4) Ukuba usuku lokugqibela lokubhalisa esikolweni somntwana welungu lebhunga lolawulo lusuku lokugqibela lonyaka wesikolo kubafundi, usuku lokugqibela lokuba umzali abe lilungu lebhunga lolawulo luza kuba lusuku lokugqibela lonyaka wesikolo okanye loo mhla aziyekela ngawo umzali okanye ayekiswa ngawo yiNtloko yeSebe, nokuba wowuphi na umhla ofika kuqala.

(5) Abafundi abangamalungu ebhunga lolawulo mawanyulwe ngomhla wama28 kweyoMdumba minyaka le.

(6) Ixesha lokuba seofisini lelungu elingumfundi ngunyaka omnye.

(7) Ilungu elingumfundi malisebenze kwibhunga lolawulo kude—

(a) ilungu elitsha elingumfundi lonyulwe kwibhunga lolawulo njengoko kuchaziwe kumgaqwana (5);

(b) asishiye isikolo; okanye

(c) kube lusuku lokugqibela esikolweni lonyaka labafundi ukuba umfundi ukwibanga le12.

(8) INtloko yeSebe—

(a) nangaliphi na ixesha ingabubhangisa okanye ibuphelise ubulungu belungu lebhunga lolawulo ngokophula ingxela yokuziphatha njengoko kuchaziwe kwicandelo lama26A loMthetho; okanye

(b) aphelise ubulungu belungu lebhunga lolawulo—

(i) ukungathobeli umgaqo wesi 4; okanye

(ii) ngokomgaqo 7(3).

(9) Ilungu lebhunga lolawulo ubulungu balo obubhangisiweyo okanye bapheliswa ngokomgaqwana (8)(a) angabhena kuMphathiswa wePhondo njengoko kuchaziwe kwicandelo lama21 leNdlela yokuziphatha kwaMalungu amaBhunga oLawulo eZikolo zeZikolo zikaWonkewonke elenziwe phantsi kweSaziso sePhondo 101/2012 esapapashwa kwiGazethi yePhondo 6982 yomhla we13 kuTshazimpuzi 2012.

(10) Ngokuxhomekeka kumgaqwana (11), ukuba umntu onyulwe njengelungu lebhunga lolawulo njengoko kuchatshazelwe kumgaqo 2(1), (2), (3) no (4) uyeka phantsi kodidi olucetywe kulo mgaqo apho wanyulwa khona njengelungu, uyayeka ukuba lilungu lebhunga lolawulo.

(11) Ukuba kuphela ixesha kwibhunga lolawulo lelungu lomzali kuba umntwana wakhe ekuphela anaye kweso sikolo ehamba kwaye elo lungu lingumzali sele lifumene isiqinisekiso esibhaliweyo sokwamkelwa komntwana wesibini kwakweso sikolo sinye kunyaka wesikolo olandelayo, umzali angahlala elilungu lebhunga lolawulo phantsi komqathango wokuba umntwana wokuqala asishiye isikolo

ngomhla wokugqibela wekota eyadulelayo aze owesibini aqale kweso sikolo ngosuku lokuqala lwekota entsha.

(12) Ukuba isikolo esixubileyo okanye esamabanga aphakathi simiselwe—

(a) isikolo samabanga aphantsi, isimo sebhunga lolawulo esimiselwe kumgaqo 2(1) sihlala sinjalo, singenazinguqu, ngokwemigaqwana (13) no (15), de liphele ixesha lokuba seofisini kumalungu ebhunga lolawulo; okanye

(b) isikolo samabanga aphakamileyo, isimo sebhunga lolawulo esimiselwe kumgaqo 2(1) sihlala sinjalo, singabi nazinguqu, ngokwemiqathango yomgaqwana (14) no (15), de kuphele ixesha leofisi lamalungu ebhunga lolawulo.

(13) Kwiimeko ezichazwe kumgaqwana (12)(a), ukuba abazali abakwibhunga lolawulo baninzi kunabo bamiselwe apha 2(2), (3), ngokwemeko, kufuneka kumiselwe unyulo lwamalungu angabazali njengoko kumiselwe kumgaqo we19 kwisithuba seentsuku ezingama90 kwenziwe uhlehlengiso.

(14) Kwiimeko ezichatsazelwe kumgaqwana(12)(b), ukuba inani labazali kwibhunga lolawulo lingaphantsi kwenani labazali elichazwe kumgaqo 2(1), amalungu angabazali kufuneka aqokelelane njengoko kuchazwe kumgaqo 3 kwaye unyulo lwamalungu angabazali njengoko kuchaziwe kumgaqo 19 kufuneka lubanjwe zingadlulanga iintsuku ezingama90 zohlehlengiso.

(15) Kwiimeko ezimiselwe kumgaqwana (12), ukuze libe nokuqhuba njengelungu lebhunga lolawulo, ilungu kufuneka lihlale liselungelweni ngokwemiqathango yale migaqo ukuba lihlale likwibhunga lolawulo elo lesikolo samabanga aphantsi okanye lesikolo samabanga aphakamileyo.

(16) Ilungu lebhunga lolawulo lingaphinda linyulwe okanye lenyuselwe, njengoko inokutsho imeko, emva kokuphela kwexesha lalo eofisini ukuba lithi libe selungelweni lokuba lilungu ngokwale migaqo.

### **Izikhewu kwibhunga lolawulo**

7. (1) Isikhewu sithi sivele kwibhunga lolawulo ukuba ilungu —

(a) lithi lilahle ngembalelwano ze lingakurhoxisi ukulahla ngaphambi kokuba kwamkelwe ngokusesikweni libhunga lolawulo entlanganisweni;

(b) lithi lisutywe kukufa;

(c) liye lingabikho ezintlanganisweni ezintathu elandelelanayo zebhunga lolawulo lingakhange linikezele zizathu zibambekayo, emva kokuba laziswe kakuhle ngale mihlangano;

(d) lithi liphulukane nokuba selungelweni lokuba lilungu njengoko kukhankanyiwe kumgaqo 4 okanye 6(10); okanye

(e) lithe lakhutshwa e-ofisini ngokwemiqathango yomgaqwana 6(8).

(2) Kwiimeko ezikhankanyiwe kumgaqwana (1)(c)—

(a) ibhunga lolawulo kufuneka liziphawule kwimizuzu ezi meko zokungabikho;

(b) emva kokungabikho okwesibini, uNobhala webhunga lolawulo kufuneka azise ilungu elo lingekhoyo ukuba ibhunga lolawulo liya kucela iNtloko yeSebe ukuba ibunqamle ubulungu balo ukuba lithi lingaveli nakwintlanganiso yesithathu;

(c) emva kokungabikho kwiintlanganiso ezintathu, ibhunga lolawulo kufuneka licele iNtloko yeSebe ukuba inqamle ubulungu belo lungu; ze

(d) unobhala azise ilungu elo lingekhoyo ngembalelwano ukuba ibhunga lolawulo licele iNtloko yeSebe ukuba inqamle ubulungu balo.

(3) Ukuba iNtloko yeSebe ikholisekile ukuba ilungu belingekho iintlanganiso de zantathu zebhunga lolawulo ngaphandle kwesizathu esibambekayo, iNtloko yeSebe kufuneka inqamle ubulungu belo lungu ze yazise elo lungu ngalo ntshukumo kwisithuba seentsuku ezingama21 isifumene eso sicelo njengoko kuchazwe kumgaqwana (2)(c).

(4) Umntu othe wohluthwa ubulungu njengoko kumiselwe kwimigaqwana (2) no (3) angabhena kuMphathiswa wePhondo kwisithuba seentsuku ezili14 emva kokufumana isaziso njengoko kuchazwe kumgaqwana (3).

(5) UMphathiswa wePhondo kufuneka aqwalasele isibheni eso ze athabathe isigqibo ngaloo mba kwisithuba seentsuku ezingama21 esifumene isibheni.

(6) Xa kuvela isikhewu—

(a) kwibhunga lolawulo elimiselwe ngokwemiqathango yomgaqo 2(21)(b), iNtloko yeSebe kufuneka inyue ilungu ukuvingca eso sikhewu;

(b) kwibhunga lolawulo elenziwe ngokomgaqo 2(1), (2), (3), (4) okanye (21)(a), eso sithuba masizaliswe—

- (i) kwimeko yelungu elingumzali, ngokwenkqubo echazwe kumgaqo 3; kwaye
- (ii) kwimeko yelungu elingumfundisintsapho, ilungu elingengomfundisintsapho okanye ilungu elingumfundi, ngonyulo olongezelelweyo ekufuneka lubanjwe zingadlulanga iintsuku eziyi14 emva kokuba sivelile isithuba, ngokungqinelana nemigaqo yonyulo njengoko icaciswe kule migaqo.

(7) Ilungu elinyulwe ngokwemiqathango yomgaqwana (6)(a) okanye elikhethelwe ukuvingca isikhewu ngokonyulo lovingco-sikhewu ngokwemiqathango yomgaqwana (6)(b)(ii) lifumana ubulungu bethuba elingekaphelelwa lexesha leofisi lalowo ebengaphambi kwalo, linamalungeo okuvota, ngokwemiqathango yomgaqo 6.

(8) Ukuba isikhewu sithe savingcwa—

(a) ngokwemiqathango yomgaqwana (6)(a), iNtloko yeSebe kufuneka; okanye

(b) ngokwemiqathango yomgaqwana (6)(b), unobhala webhunga lolawulo kufuneka, azise inqununu ngembalelwano ngegama nedilesi yalowo ungene ezihlangwini zalowo ususiweyo.

(9) Isikhewu sethutyana siye sivele kwibhunga lolawulo ukuba ilungu lithi lingabikho kwiintlanganiso ezintathu ezilandelelanayo linikezele isizathu esibambekayo.

(10) Kwiimeko ezikhankanywe kumgaqwana (9) ilungu elo kufuneka lazise ibhunga lolawulo ukuba alizi kuba nakho ukwenza imisebenzi yalo yebhunga lolawulo isithuba seentlanganiso ezintathu ezilandelelanayo ze linikezele isizathu soko kungabikho.

(11) Ukuba ibhunga lolawulo liyasamkela isizathu esikhankanywe kumgaqwana (10) ze likuvumele oko kungabikho, kufuneka lifake umntu okwibakala elikwafana nelo lelo lungu lingekhoyo ukuze enze imisebenzi yelungu elingekhoyo, kuquka nokusebenzisa amalungelo alo okuvota, de ilungu elo lingekhoyo libe liyakwazi ukubuya lenze imisebenzi yalo kwibhunga lolawulo.

(12) Ukuba ibhunga lolawulo liyasikhaba isizathu esikhankanywe kumgaqwana (10) ze lingakuvumeli ukungabikho kwelungu, ilungu elo kufuneka lifake incwadi elilahla kuyo njengelungu ze isikhewu eso siqwalaselwe njengoko kukhankanyiwe kumgaqwana (6).

(13) Kwiimeko ezikhankanywe kumgaqwana (11) unobhala webhunga lolawulo kufuneka azise inqununu ngembalelwano ngegama lelungu elo elingakwazi kubakho okwethutyana ndawonye negama nedilesi ozenza imisebenzi yelo lungu lingekhoyo okwethutyana.

### **Ukuchithwa nokumiselwa ngokutsha kwebhunga lolawulo**

8. (1) INtloko yeSebe ingalichitha ibhunga lolawulo ukuba—

(a) ngokokubona kwayo, ngenxa yokuhlanganiswa kwezikolo okanye ukwahlulwa kwesikolo okanye ukulungiswa ngokutsha kwezibonelelo zesikolo, oko kuyimfuneko ukunika abazali bezikolo okanye besikolo ithuba lokuba bakhethe amalungu ebhunga lolawulo lesikolo elitsha eliza kumela ngendlela eyiyo abazali babafundi abafundi kwezo zikolo okanye kweso sikolo emva kolo hlanganiso, lwahlulo okanye olo lungiso ngokutsha;

(b) ibhunga lolawulo lesikolo liye lasilela ukwenza umsebenzi walo ngokwanelisayo okanye lenze into engazi kuba lulutho kwisikolo eso; okanye

(c) ubuncinane ama60 eepesenti abazali bonke abanelungelo lokuvota ngokomgaqo 9(1) baye bavota, kwintlanganiso, ukuba abasalithembi elo bhunga lilawula isikolo.

(2)(a) Usihlalo webhunga lolawulo lesikolo kufuneka abize intlanganiso yabazali zingaphelanga iintsuku ezili14 emva kokuba eceliwe ukuba enze oko, ngokuthi ababhalele abazali abangekho ngaphantsi kwama30 eepesenti abanelungelo lokuvota ngokomgaqo 9(1) ukuba babize intlanganiso ekubhekiswe kuyo kumgaqwana (1)(c).

(b) Ukuba usihlalo akaphenduli kwisicelo esichazwe kumhlathi (a), abazali bangakrweca umlawuli wesithili, ekufuneka abize intlanganiso yokulamla phakathi kwebhunga lolawulo kunye nabazali zingaphelanga iintsuku ezintlanu ekrweciwe ngabazali.

(c) Ukuba ibhunga lolawulo nabazali abafikeleli kwisivumelwano kulo ntlanganiso yokulamla echazwe ku mhlathi (b), umlawuli wesithili kufuneka zingaphelanga iintsuku ezintlanu zale ntlanganiso yokulamla, abeke kwiofisi yesithili echaphazelekayo—

- (i) umphathi wesekethe; okanye
- (ii) intloko yokuphatha nolawulo,

njengosihlalo wentlanganiso yabazali echazwe kumgaqwana (1)(c) aze acele loo sihlalo ukuba abize lo ntlanganiso.

(d) Usihlalo ochazwe kumhlathi (c) kufuneka—

- (i) ngaphandle kokulibazisa abize intlanganiso yabazali echazwe kumgaqwana (1)(c), intlanganiso mayibanjwe zingaphelanga iintsuku ezili14 usihlalo ebekiwe ngokomhlathi (c); kwaye
- (ii) zingaphelanga iintsuku ezintlanu ecelwe ukuba enze njalo ligosa lonyulo lesithili, aqinisekise isaziso esibhaliweyo sentlanganiso sikhutshiwe, nokuba kukhutshwa isaziso sinikezelwa kumfundi ngamnye nomyalelo wokuba asinike abazali bakhe okanye nangeyiphi na indlela ngokokubona kukasihlalo ngokuthethana nenqununu.

(3) Apho ibhunga lolawulo lichithwe phantsi komgaqwana (1), liyayeka ukusebenza ngomhla obekwe yiNtloko yeSebe.

(4) INtloko yeSebe kufuneka ibeke ibhunga lolawulo lethutyana njengoko kuchaziwe kumgaqo 2(23) okwexeshana elingadlulanga kwiintsuku ezingama90 ukusuka kumhla ochazwe kumgaqwana (3).

(5) Ibhunga lolawulo kufuneka lonyulwe phantsi kwale migaqo kwisithuba seentsuku ezingama90 emva kokubekwa kwebhunga lolawulo lethutyana njengoko kukhankanyiwe kumgaqwana (4).

(6) Xa uMphathiswa wePhondo evala isikolo ngokwe candelo le18 loMthetho, ibhunga lolawulo lesi sikolo lichithakala ngomhla wokugqibela wexesha lesikolo elandulela umhla wokuvalwa kwesikolo.

### **Ilungelo lokuvota**

9. (1) Wonke umzali onomtwana omnye nangaphezulu ababhaliswe njengabafundi esikolweni unelungelo lokuvotela amalungu angabazali ebhunga lolawulo kweso sikolo, kwaye angavota kanye kuphela, evotela umtyunjwa othile, apho ubuninzi benani leevoti lilingana nenani lamalungu angabazali abaza konyulwa.

(2) Intloko yeziko leenkedama okanye omele yena onomtwana omnye okanye abaninzi abafunda kwisikolo unelungelo lokuvotela amalungu anagabazali ebhunga lolawulo, kwaye angavota kube kanye kumtyunjwa othile, ngenani leevoti ezilingana namalungu abazali amabavotelwe.

(3) Kwiimeko ezichazwe kumgaqwana (1) abazali abangagqithanga kwisibini kumfundi ngamnye bavumelekile ukuba bavote.

(4) Wonke umfundisintsapho oqeshwe esikolweni, kuquka inqununu, unelungelo lokuvotela ilungu eli ngumhlohli lebhunga lolawulo kweso sikolo, kwaye angavota kanye kuphela evotela umtyunjwa othile, apho elona nani liphezulu leevoti lilingana nenani lamalungu abangabafundisintsapho abaza konyulwa.

(5) Lonke ilungu lebhunga elimele abafundi esikolweni linelungelo lokuvotela amalungu angabafundi ebhunga lolawulo kweso sikolo kwaye angavota kanye kuphela evotela umtyunjwa othile, apho ubuninzi benani leevoti lilingana nenani lamalungu angabafundi ebhunga elimele abafundi abaza konyulwa.

(6) Lonke ilungu labasebenzi abangengobafundisintsapho esikolweni linelungelo lokuvotela ilungu labasebenzi abangengobafundisintsapho lebhunga lolawulo kwaye linevoti enye: Ukuba isikolo sinomsebenzi ongengomfundisintsapho omnye, elo lungu linyuliwe ngokuzenzekelayo.

## Iindlela zonyulo

- 10.** (1) Unyulo lwebhunga lolawulo malwenziwe ngezindlela—
- unyulo oluqhutywa ngesandla;
  - unyulo oluqhutywa ngeintanethi; okanye
  - ngazo zombini luqhutywe ngesandla nangeintanethi.
- (2) Isikhululo sokuvotela ibhunga lolawulo kufuneka—
- sivule ngentsimbi yesi7:00 size sivale ngeyesi20:00; kwaye
  - ngexesha elichazwe kumhlathi (a) limele livule kangangeeyure ezintlanu zizonke.
- (3) Xa iqwalasela indlela yolonyulo njengoko kuchaziwe kumgaqwana (1), inqununu kufuneka ijonge—
- indlela yolonyulo izakukhuthaza owona mdla woluntu lwesikolo kunye nesikolo kwaye izakuvumela ubuninzi bentathoxaxheba ngabavoti kwinkqubo yokuvota;
  - indlela yokonyuola ayizukhetha ngokungalinganiyo umvoti othile okanye iqela labavoti;
  - ubonelele olwaneleyo lwenziwe kwinkqubo yokhetho; kunye
  - nezixhobo ezaneleyo ziyafumaneka zendlela ekhethiweyo yolonyulo.
- (4) Inqununu kufuneka ubuncinane kwiintsuku ezingama30 phambi konyulo lwebhunga lolawulo—
- yazise igosa lonyulo lesikolo yeyiphi indlela yolonyulo ezakusetyenziswa njengongoko kuchaziwe kumgaqwana (1); kwaye
  - iqinisekise ukuba isikolo sinako ukuqhuba indlela yolonyulo echazwe kumhlathi(a).
- (5) Igosa lonyulo lesikolo kufuneka—
- lazise igosa lonyulo lesithili ngendlela oluza kuqhutywa ngalo unyulo, zingaphelanga iintsuku ezimbini emva kokwaziswa yinqununu indlela oluza kuqhutywa ngalo unyulo njengoko kuchazwe kumgaqwana (4)(a); kwaye
  - lingenise isicwangciso solawulo lonyulo kwigosa lonyulo lesithili ubuncinane kwiintsuku ezingama25 phambi komhla wonyulo.
- (6) Isicwangciso solawulo esichazwe kumgaqwana (5)(b) kufuneka siqulathe ubuncinane oku kulandelayo:
- umhla wovoto ocetywayo, ixesha nendawo yonyulo;
  - ixesha elibekelwe bucala lokubala iivoti; kunye nokuchazwa kweziphumo;
  - ishedyuli yamalungu eqela lonyulo lwesikolo elibeka iliso intlanganiso yokuqinisekisa ukutyunjwa, ukuvota, kunye nenkqubo yokubalwa kweevoti; kunye
  - amagama amalungu eqela lonyulo lesikolo.

## Igosa lonyulo lesikolo

**11.** (1) UMphathi wesekethe kufuneka acebise kwigosa lonyulo lesithili isikolo apho unqununu okanye, xa lingaphumelelanga, igosa lesibini eliphetheyo elichatshazelwe kumgaqwana (2) kufuneka liqeshwe njengegosa lonyulo lesikolo.

(2) Igosa lonyulo lesithili malibeke inqununu okanye isekela-nqununu wesinye isikolo, ukuba kuyimfuneko, ngokubhaliweyo, njengegosa lolonyulo lesikolo, ukuqhuba utyunjo nonyulo, njengoko kuyimfuneko, lomzali, lomfundisintsapho kunye namalungu ongengomfundisintsapho ngokuchazwe kwimigaqo 2(1), (2), (3) kunye no (4) webhunga lowawulo.

(3) Igosa lonyulo lesithili alinako ukutyumba inqununu okanye osekelayo ngokuchazwe kumgaqwana (2) ngaphandle kwesithili semfundo apho isikolo siqhuba ulonyulo nokhetho.

(4) Ukuba inqununu okanye isekela-nqununu ngokukhankanywe kumgaqwana (2) abafumaneki ukwenza umsebenzi ukufezekisa okukhankanywe kumgaqwana (7), igosa lonyulo lesithili ngokwemigaqwana (3) no (5), malinyule igosa lonyulo lesikolo kwesinye isikolo ukufezekis le misebenzi.

(5) Inqununu okanye isekela-nqununu okhankanywe kumgaqwana (2) akanakubekwa njengegosa lonyulo esikolweni—

- ukuba unabantwana ababhaliswe kweso sikolo;
- akaqeqeshwanga njengegosa lonyulo lesikolo;
- ukuba uqeshwe kwisikolo apho unyulo luqhuba khona; okanye
- apho igosa lonyulo lesikolo lesikolo sayo liqeshwe njengenqununu okanye usekele.

(6) Igosa lonyulo lesikolo lingabeka umfundisintsapho omnye okanye ngaphezulu, okanye umsebenzi ongengomfundisintsapho njengeqela lonyulo lesikolo ukubaancedise kwintlanganiso yokuqinisekisa utyunjo kunye nolonyulo.

(7) Igosa lonyulo lesikolo kufuneka—

- (a) liqinisekise ukuba iqela lonyulo lesikolo liyayiqonda inkqubo yonyulo eza kulandelwa kwaye liyayanelisa imigomo yale migaqo;
- (b) longamele unyulo lwamalungu ebhunga lolawulo, ngaphandle konyulo lwamalungu angabafundi kunye nabasezikhundleni;
- (c) maliqinisekise ukuba isikolo esiqhuba unyulo simisele igosa lonyulo ngokuthi linikezele igumbi elinomnxeba, umnxeba ophathwayo onedatha, kwakunye nekhompyuta neprinta, zisetyenziswe ligosa lonyulo lesikolo kunye neqela lonyulo lesikolo ngelixesha lentlanganiso yokuqinisekisa utyunjo, uvoto kwakunye nenkqubo yokubalwa kweevoti;
- (d) liqinisekise ukuba kukho indawo efanelekileyo yokuqhutywa kwintlanganiso yokuqinisekiswa konyulo, uvoto nokubalwa kweevoti;
- (e) kwimeko yokuvota kubuxhakaxhaka bale mihla, kuqinisekise ukuba kukho isikhululo esinye okanye ezingaphezulu zokuvota ngobuxhakaxha;
- (f) angenelele kwaye asombulule naziphi na iimbambano ngosuku lwintlanganiso yokuqinisekiswa konyulo, uvoto nokubalwa kweevoti;
- (g) ukuba lunelisekile, malibhengeze unyulo njengolukhululekileyo; kwaye
- (h) lingenise iziphumo zonyulo kwigosa lonyulo lesithili.

(8) Inqununu eqeshwe njengegosa lonyulo lesikolo alinako ukudlulisela kwabanye imisebenzi echazwe kumgaqwana (7) kwigosa lesibini elinoxanduva ngaphandle kwemvume yegosa lonyulo lesithili.

(9) Inqununu kufuneka ixhase kwaye incedise igosa lonyulo lesikolo ekwenzeni imisebenzi yalo.

(10) Ikomiti yonyulo yesikolo kufuneka isebenzise isitampu sesikolo esisuka kwisikolo igosa lonyulo liqeshwe khona xa ligximfiza iifom zokutyumba kunye namaphepha okuvota.

### **Imisebenzi yegosa lonyulo lesithili**

12. Igosa lonyulo lesithili kufuneka—

- (a) ukulungelelanisa iinkqubo zonyulo zamabhunga olawulo kwisithili semfundo;
- (b) ukucebisa iofisi yesithili semfundo ngesicwangciso esicetywayo nokuphunyezwa konyulo lwamabhunga olawulo kwisithili semfundo nokuqinisekisa ukuba le nkqubo iqhutywa njengoko kuvunyelwene negosa lonyulo wephondo;
- (c) kukuqulunqa isicwangciso solawulo sookuphumeza unyulo lwebhunga lolawulo;
- (d) kukuqinisekisa ukuba isikolo ngasinye sinegosa lonyulo nokuba kusekwe ikomiti yonyulo yesikolo;
- (e) kukuqesha amagosa onyulo ezikolo ezichazwe kumhlathi (d);
- (f) kukuqinisekisa ukuba onke amagosa onyulo ezikolo aqeqeshwe ngokufanelekileyo kwaye aqinisekisiwe;
- (g) kukuqinisekisa ukuba amagosa onyulo ezikolo anazo iifom ezicetywayo kwizihlomelo kunye nawo onke amaxwebhu ayimfuneko enkqubo yonyulo;
- (h) kukuqinisekisa ukuba zonke iikomiti zonyulo zezikolo ziqeqeshwe ngokwaneleyo kwaye ziyazi ukuba indima yazo;
- (i) kukuqinisekisa ukuba amalungu ekomiti yonyulo yesikolo ayifumene le migaqo namanye amaxwebhu afanelekileyo onyulo kwangethuba;
- (j) kukuqinisekisa ukuba ubhengezo lonyulo luqhutywa njengoko bekucwangcisiwe;
- (k) skukuqinisekisa ukuba amagama esithili emfundo ongamele inkqubo yolonyulo;
- (l) kukuqinisekisa ukuba amagama neenkukacha zoqhagamshelwano zabantu abanyulwe kumabhunga olawulo angeniswa kumququzeleli wonyulo wephondo zingadlulanga iintsuku ezisixhenxe luqhutywa unyulo;
- (m) kukuqinisekisa ukuba amagama abasezikhundleni angeniswa kumququzeleli wonyulo wephondo zingadlulanga iintsuku ezisixhenxe efunyenwe loo magama kunqununu;
- (n) kukuqiniseka ukuba amagama amalungu a—
  - (i) afakelelweyo kwibhunga lolawulo njengoko kuchazwe kumgaqo 2(9) kunye nomgaqo 3; okanye

- (ii) abekiweyo okanye anyuliweyo kwibhunga lolawulo ukuvala izikhewu njengoko kuchazwe kumgaqo 7(6), angenisiwe ku mlungelelanisi wonyulo wesithili zingaphelanga iintsuku ezingama14 emva the kokuwafumana la magama kwinqununu;
- (o) liphuhlise kwaye ligcine iziko ledatha yamalungu amatsha onyulwe kumabhunga olawulo kwisithili sezemfundo kwaye liyingenise kumlungelelanisi wonyulo wephondo; kwaye
- (p) liqulunqe ingxelo ebhaliweyo ngonyulo lwamabhunga olawulo, liyingenise kumlungelelanisi wonyulo wephondo.

### **Imisebenzi yegosa lezonyulo**

#### **13. Igosa lezonyulo lephondo kufanele—**

- (a) qulunqe isicwangciso solawulo sokufezekisa sephondo sonyulo lwebhunga lolawulo;
- (b) liqinisekise ukuba kukho isikhokelo esaneleyo malunga nemihla yonyulo;
- (c) alungelelanise yonke imithombo ukuze kuqhutywe unyulo lwamabhunga ngokungenamkhethe;
- (d) liqinisekise ukuba onke amagosa ezolonyulo ophondo aqeqeshwa ngokufanelekileyo;
- (e) lihlole kwaye livavanye inkqubo yezonyulo ephondweni; kwaye
- (f) lidibanise uvimba wamalungu ebhunga lolawulo elinyuliweyo ephondweni.

### **Indlela yokuziphatha yamagosa ezonyulo**

#### **14. Igosa lezonyulo lesikolo, igosa lezonyulo lesithili, umququzeleli wonyulo wephondo kunye nelungu leqela lezonyulo lesikolo kufanele—**

- (a) banyaniseke kwaye babenembeko;
- (b) baziphathe ngendlela nengenamkhethe;
- (c) aziqhelanise nenkqubo yolonyulo kunye nomthetho osebenzayo onxulumene nonyulo wombuho wolawulo;
- (d) liqhube unyulo ngokwale migaqo;
- (e) lisebenzisane nenqununu;
- (f) lilawule inkqubo yonyulo ngendlela engenamkhethe nenobulungisa; kwaye
- (g) lingaqithiseli kwimida yalo.

### **Umqulu wabavoti**

#### **15. (1) Inqununu kufanele yenze umqulu wabavoti bezi ndidi nganye zilandelayo, oqulathe amagama abazali bonke, abafundisintsapho kunye nabangengabo abafundisintsapho esikolweni abanelungelo lokuvota njengoko kuchaziwe kumgaqo 9, ngale ndlela ilandelayo:**

- (a) umqulu wabavoti wabazali kufanele ubekwirejista yesikolo kwaye kufanele iqulathe amagama abo bantu babhalwe kwirejista njengabazali, okanye abangabonisa ubungqina bokuba bangabazali babafundi ababhaliswe esikolweni;
- (b) umqulu wabavoti wabafundisintsapho kufanele uqulathe bonke abafundisintsapho abaqeshwe esikolweni; kwaye
- (c) umqulu wabavoti lwabangengabo abafundisintshapho umele ubenabo bonke abangengabo abafundisintshapho abaqeshwe esikolweni.

#### **(2) Inqununu kufanele iqinisekise ukuba akukho magama aphindaphindweyo kwimiqulu yabavoti kwaye aqinisekise ukuba kukho inani labazali ababini ubuninzi ngomfundi ngamnye obonise kumqulu wabavoti wabazali abachazwe kummiselwano (1)(a).**

#### **(3) Umqulu wabavoti wabazali kufanele wenziwe ufumaneke kubazali ukuze bawuphicothe ubuncinane iintsuku ezili14 phambi kokuba isaziso esikhankanywe kumgaqo 17 uthunyelwe kubazali.**

#### **(4) Abazali bangakhangela umqulu wokuvota wabazali ukuze baze bagqibe ukuba amagama abo ayabonakala na kuyo baze bafake imbambano zingaphelanga iintsuku ezintlanu wenziwe wafumaneka umqulu wabavoti njengoko kuchaziwe kumgaqwana (3).**

#### **(5) Inqununu kufanele inike ingqalelo ekhankanywe kumgaqwana (4) kwaye, apho kufanelekileyo, alungise umqulu wabavoti zingaphelanga iintsuku ezintlanu ifumene isaziso sembambano.**



(6) Inqununu kufanele iqukumbele umqulu wabavoti wabazali wabafundisintsapho kunye nabo bangengabo abafundisintsapho ubuncinane iintsuku ezimbini phambi kokuba kuthunyelwe isaziso esikhankanywe kumgaqo 17 sithunyelwe kubazali, kwaye akukho magama angongezwa emveni kokuba uqunjelwe.

(7) Inqununu kufanele xa iqulunqa umqulu wabavoti ilandele umgomo wokubandakanya kwaye iqinisekise uthotyelo lwe*Protection of Personal Information Act*.

(8) Igosa lolonyulo lesikolo kufanele lingqiniseke imiqulu zingaphelanga iintsuku ezimbini emva kokuba inqununu iyiqukumbele ngokommiselwano (6).

### **Umhla, ixesha kunye nendawo yentlanganiso yongqinisiso lokutyunjwa kunye nokunyulwa kwamalungu**

16. (1) Igosa lonyulo lesikolo emva kothethwano nenqununu kufanele—

(a) amisele umhla, ixesha kunye nendawo ye—

(i) ntlanganiso ukuze kungqiniseke ukutyunjwa kubazali, ntlanganiso leyo kufanele ibanjwe ubuncinane kwiintsuku ezili10 phambi konyulo;

(ii) unyulo lwamalungu angabazali; kunye

(iii) nobalo lweevoti; kunye

(b) nokwazisa inqununu ngembalelwano ngalo.

(2) Ukutyunjwa nokonyulwa kwamalungu angabazali kufanele kwandulelwe lulonyulo lwezinye iindidi zamalungu ebhunga lolawulo lesikolo njengoko kuchaziwe kwimigaqo wama25, 26, 27 kunye nowama28.

(3) Kwimeko yesikolo esitsha, intlanganiso yokungqinisisa kubazali nonyulo lwamalungu angabazali kufanele ibanjwe zingaphelanga iintsuku ezingama90 emva kokuba isikolo sivulelwe abafundi.

(4) INTloko yeSebe ukuba ifumaneka ngokufanelekileyo kwiimeko, ingavumela isandiso ngembalelwano yesithuba esikhankanywe kummiselwano (3), kodwa isandiso asinokugqitha kwiinyanga ezintandathu emva kokusungulwa kwesikolo.

### **Isaziso sentlanganiso yongqinisiso sokutyunjwa kunye nonyulo lwamalungu angabazali**

17. (1) Igosa lonyulo lesikolo kufanele lilungise isaziso, ngefomu yeSihlomelo A, sentlanganiso yongqinisiso sokutyunjwa kunye nonyulo olukhankanywe kumgaqo we16 kunye nefomu yokutyunjwa, kwifomu yeSihlomelo B, kwaye kufanele, ubuncinane iintsuku ezingama21 phambi konyulo, libonelele inqununu ngekopi yesaziso kunye nefomu yokutyunjwa ukuze izibonelelo zommiselwano (4) zingafezekiswa.

(2) Isaziso esiya kubazali kufanele—

(a) sichaze umhla wonyulo;

(b) sichaze uhlobo lonyulo njengoko kuchaziwe kumgaqo 10(1);

(c) kwimeko yonyulo lokuvota ngezandla, chaza ixesha kunye nendawo yentlanganiso yongqinisiso yokutyunjwa;

(d) sichaze abagqatswa abangabazali bangazimasa intlanganiso yongqinisiso yokutyunjwa yonyulo ngezandla;

(e) sichaze umhla, izithuba zexesha kunye nendawo yokuvota;

(f) sibandakanye isikhumbuzi sokuba abazali kufanele beze nesazisi ukuze bakwazi ukuvota;

(g) sichazele abazali ukuba bangafaka isiphikiso ngembalelwano negosa lonyulo lesikolo kuko nakuphi na ukutyunjwa kungadlulanga iintsuku ezimbini emva kwentlanganiso yongqinisiso sokutyunjwa;

(h) sikhuthaze abazali bathathele ingqalelo le miba ilandelayo xa betyumba kwaye bevotele abagqatswa abangabazali:

(i) umgomo wolingano;

(ii) imfuno yokulungisa iintswelabulungisa zexesha elidlulileyo; kunye

(iii) nemfuno yokumelwa;

(i) sazise abazali ukuba iinkcukacha ngabagqatswa abatyunjiweyo zingacelwa kuphela kwaye zenziwe zifumaneka ngokwe*Protection of Personal Information Act*; kunye

(j) sazise abazali abatyunjiweyo ukuba kufanele banike imvume yeenkcukacha zabo ukuba kwabelwane ngazo nabavoti.

(3) Ukuchongwa okukhankanywe kummiselwano (2)(f) kufanele ibelikhadi lesazisi soMzantsi Afrika, uxwebhu lwesazisi olunebhakhowudi eluhlaza ekhutshwe liSebe leMicimbi yaseKhaya okanye, kwimeko yommi wangaphandle, iphepha lemvume ekhutshwe ngokwe*Immigration Act*: Ngaphandle kokuba xa isazisi esinjalo singafumaneki indlela engenye yesazisi singamkelwa lilungu leqela lonyulo lesikolo.

(4) Inqununu kufanele ubuncinane iintsuku ezingama21 phambi komhla wonyulo lwamalungu angabazali—

(a) siqinisekise ukuba abafundisintsapho bakhuphe iikopi zesaziso kunye nefomu yokutyumba kumfundi wonke wesikolo esichaphazelekayo ngomyalelo womlomo wokuba bayinike abazali babo;

(b) siqinisekise ukuba iikopi zesaziso kunye nefomu yokutyuba zithunyelwa kubazali bomfundi ngamnye osesikolweni ngeposi, ukuba ukubona kuluncedo;

(c) asebenzise indibanisela seendlela ezimbini zokwazisa ezikhankanywe kwimihlathi (a) no (b); okanye

(d) asebenzisa nayiphi na indlela efanelekileyo njengoko enokugqiba ukwazisa abazali babantwana bonke abasesikolweni bentlanganiso yongqinisiso yokutyumba kunye nolonyulo lwamalungu lwabazali, ukuba ngaba nje indlela yesaziso singabeki nawuphi na umzali kwintsilelo okanye ibengumqobo kwintathoxaxheba yabo kwinkqubo yolonyulo.

(5) Igosa lonyulo lesikolo kufanele liqinisekise ukuba isaziso esikhankanywe kummiselwano (1) sibekwe esikolweni ubuncinane iintsuku ezili14 phambi komhla wentlanganiso yongqinisiso yonyulo esikhankanywe kummiselwano (2)(c).

### **Inkqubo yotyunjo kunyulo oluqhutywa ngesandla**

18. (1) Ukutyumba umgqatswa ongumzali kunyulo oluqhutywa ngesandla, umzali womfundi esikolweni makafake kwigosa lonyulo esikolweni, ingadlulanga intsimbi ye13:00, zingadlulanga iintsuku ezilishumu phambi kolonyulo, ifomu yokutyumba eyifomu ekwiSihlomelo B, igcwaliswe ngophakamisayo, oxhasayo kunye nomgqatswa ongumzali.

(2) Utyumbo oluchazwe kumgaqwana (1) malube luxhaswe ngomnye umzali.

(3) Umzali akanakuzityumba.

(4) Amagama abatyunjwa kufuneka afakwe kwibhokisi yokuvota evaliweyo kwisikolo esichaphazelekayo kwaye akufuneki asuswe kwisikolo.

(5) Igosa lonyulo lesikolo kufuneka liqinisekise ukuba—

(a) umntyunjwa ngamnye unomcebi nomxhasi;

(b) umntyunjwa, umcebi kunye nomxhasi badwelisiwe kuluhlu lwabavoti; kwaye

(c) intlanganiso yokuqinisekiswa kotyumbo yaziswe ngokhetho ngomhla nangexesha elichazwe kumgaqwana (1).

(6) Kwintlanganiso yotyumbo, ikomiti yonyulo yesikolo kufuneka ithathele ingqalelo amagama abo batyunjiweyo ize ikukhabe ukutyunjwa kwawo nawuphi na umzali—

(a) akatyunjwanga ngokungqinelana nomgaqwana (1);

(b) ongafanelekanga njengoko kuchazwe kumgaqo 4; okanye

(c) ozityumbileyo,

kwaye emva koko igosa lonyulo lesikolo kufuneka lenze uluhlu lokutyumba kwaye lazise inqununu ngamagama abazali abatyunjiweyo.

(7) Inqununu, ubuncinane kwiintsuku ezimbini phambi komhla wonyulo lwamalungu angabazali—

(a) kufuneka aqinisekise ukuba abafundisintsapho bakhupha iikopi zoluhlu lokutyumba oluchazwe kumgaqwana (6) kumfundi ngamnye wesikolo ochaphazelekayo ngomyalelo womlomo ukuba awunike abazali bakhe; okanye

(b) unokusebenzisa nayiphi na enye indlela efanelekileyo njengoko enokuthi agqibe ukwazisa abazali bomfundi ngamnye kwisikolo soluhlu lokutyunjwa, lo gama nje indlela yokwazisa ingafaki abazali kwimeko engalunganga okanye ithintele inxaxheba yabo kwinkqubo yonyulo.

(8) Ukuba lilonke inani labagqatswa abangabazali liphezulu kwinani nenani lamalungu agqitywe ngokwomgaqo 2(1)(a), (2)(a), (3)(a) okanye (4)(a) ngokumalunga nebhunga lolawulo oluchaphazelekayo, kufuneka kubanjwe unyulo ngokungqinelana nomgaqo 19.

(9) Ukuba lilonke inani labagqatswa abangabazali ekwamkelwe utyunjo lwabo, lisezantsi okanye lilungelelane nenani lamalungu ebhunga lolawulo oluchaphazelekayo, igosa lonyulo lesikolo kufuneka libhengeze wonke umgqatswa ongumzali owamkelweyo ukuba lilungu elinyulwe ngokufanelekileyo lebhunga lolawulo.

(10) Ukuba inani lilonke labagqatswa abangabazali ekwamkelwe utyunjo lwabo lingaphantsi kwenani lamalungu ebhunga lolawulo oluchaphazelekayo, igosa lonyulo lesikolo kufuneka libize intlanganiso yesibini yokuqinisekisa unyulo, ngesaziso sexesha ubuncinane leentsuku ezintathu, zingadlulanga iintsuku ezintlanu emva komhla wentlanganiso yokuqala yokungqinisisa amagama atyunjiweyo ukugcwalisa izithuba zamalungu angabazali ezingekazaliswa kwibhunga lolawulo.

(11) Inani labagqatswa abangabazali abatyunjiweyo elifunyenweyo ingadlulanga intsimbi ye13:00 ngosuku olungaphambi kwentlanganiso yesibini yotyunjo, kufuneka kujongwane nazo ngokomgaqo (8), (9) okanye (10), njengoko kunokuba njalo.

(12) Ukuba inani labagqatswa abangabazali abatyunjiweyo elifunyenwe kwintlanganiso yesibini yokhetho lingaphantsi kwenani eliseleyo lamalungu ebhunga lolawulo elichaphazelekayo, igosa lonyulo lesikolo kufuneka libize intlanganiso yesithathu yoqinisekisa unyulo, ngesaziso sexesha ubuncinane leentsuku ezintathu, zingadlulanga iintsuku ezintlanu emva komhla wentlanganiso yesibini yokungqinisisa amagama atyunjiweyo ukugcwalisa izithuba zamalungu angabazali ezingekazaliswa kwibhunga lolawulo.

(13) Inani labagqatswa abangabazali abatyunjiweyo elifunyenweyo ingadlulanga intsimbi ye13:00 ngosuku olungaphambi kwentlanganiso yesithathu yotyunjo, kufuneka kujongwane nazo ngokomgaqo (8), (9) okanye (14), njengoko kunokuba njalo.

(14) Ukuba inani labagqatswa abangabazali lisezantsi abatyunjiweyo elifunyenweyo kwintlanganiso sesithathu yokhetho lingaphantsi kwenani eliseleyo lamalungu ebhunga lolawulo elichaphazelekayo—

(a) amalungu angabazali anyulwe ngokufanelekileyo kufuneka adityanise kwinani eliseleyo lamalungu aza kuba namalungelo okuvotela ukuhlala kwibhunga lolawulo ngokuxhomekeke ekubeni intlanganiso yokudibanisa amalungu angabazali iye yayenza ikhoram; okanye

(b) inkqubo echatshazelwe kumgaqo 16(1) kufuneka ilandelwe ukuba inani lamalungu angabazali anyulwe ngokufanelekileyo alanelanga ukuseka ikhoram yokubiza intlanganiso ekubhekiselelwe kuyo kumhlathi (a).

(15) Ukhetho oluchatshazelwe kumgaqwana (14)(a) luyapheliswa xa kunyulwe inani elifanelekileyo labazali kwibhunga lolawulo elichaphazelekayo ngonyulo lovaloskhwu, ekufuneka lubanjwe zingadlulanga iintsuku ezingama90 emva kwentlanganiso yesithathu yotyunjo echatshazelwe kumgaqwana (13).

(16) Ikhoram echazwe kumgaqwana (14) ibandakanya ilungu elinye elingaphezulu kwesiqingatha sabazali abakhethwe ngokomgaqo 2(1)(a), (2)(a), (3)(a) okanye (4)(a).

### **Uvoto kunyulo lwamalungu angabazali kunyulo oluqhutywa ngesandla**

19.(1) Uvota ekubhekiswe kulo kumgaqo 18(8) kufuneka lubanjwe ngomhla nexesha nendawo exeliweyo ngokwenkqubo yotyumbo nonyulo.

(2) Igosa lonyulo lesikolo kufuneka—

(a) libacele abazali abalamkeleyo utyunjo ukuba baze neefoto zabo ezithathwe kwiinyanga ezintathu ezidlulileyo kwaye ezifana neefoto ezekwikhadi lesazisi laseMzantsi Afrika okanye isazisi esiluhlaza esinebhakhodi;

(b) ngemvume yabazali abalamkeleyo utyunjo, dwelisa amagama abatyunjwa ngokulandelelana kwe-alfabhethi, kunye neefoto zabo, kwindawo yokuvota kunye nomyalelo ocacileyo obhaliweyo kubavoti ukuba bavotele kuphela inani elifunekayo labagqatswa;

(c) alungiselele amaphepha okuvota anamagama abo bonke abagqatswa abatyunjiweyo ngokulandelelana kwe-alfabhethi kunye nomyalelo ocacileyo obhaliweyo kubavoti ukuba bavotele kuphela inani elifunekayo labagqatswa; kwaye

(d) khuphela wonke umzali onelungelo nonqwenela iphepha lokuvota elichazwe kumhlathi (c) apho isitampu esichazwe kumgaqo 11(10).

(3) Umzali kufuneka abhale ngokufihlakeleyo ivoti yakhe kwiphepha lokuvota ekubhekiselelwe kulo kumgaqwana (2): Kuxhomekeke ekubeni ukuba umzali ngenxa yokungakwazi ukufunda nokubhala, ukungaboni okanye nasiphi na isiphene esithile emzimbeni engakwaziyo ukubhala ivoti yakhe, igosa

lonyulo lesikolo linokuthi, ngesicelo saloo mzalli nangokubakho kwengqina elikhethwe ngumzali, lingabhalisa ivoti yomgqatswa ongumzali okanye abagqatswa abangabazali abakhethwe nguloo mzali.

(4) Umzali kufuneka afake iphepha lokuvota kwibhokisi yalo.

### Ukubalwa kweevoti

**20.** (1) Igosa lonyulo lesikolo kufanele livule ibhokisi ekufakwa kuyo iivoti phambi kweqela lonyulo lesikolo kunye nabagqatswa abangabazali abanqwenela ukuba khona.

(2) Igosa lonyulo lesikolo kufanele liphicothe onke amaphepha okuvota kwaye akhabe amaphepha okuvota—

(a) apho isitampu sesikolo esikhankanywe kumgaqo 19(2)(d) singabonakali;

(b) apho iivoti ezininzi zirekhodwe ngaphezu kwenani lamalungu aza kunyulwa ngokomgaqo 2; okanye

(c) egcwaliswe ngendlela yokuba ngokubona kwegosa lonyulo lesikolo alicacanga ukuba ngowuphi umgqatswa ongumzali okanye abagqatswa abangabazali orekhodiweyo.

(3) Emva kokuba igosa lonyulo lesikolo liye lakhaba nawaphi na amaphepha okuvota amoshakeleyo njengoko kukhankanyiwe kummiselwano (2), kufanele—

(a) phambi komzali wonke ongumgqatswa onqwenela ukuba khona, aqinisekise ukuba iivoti ezirekhodiweyo zomgqatswa ongumzali ngamnye zibalwa liqela lonyulo lesikolo; kwaye

(b) libhengeze inani elimiselweyo labazali ngokomgaqo 2(1)(a), (2)(a), (3)(a) okanye (4)(a) ngokumayela nebhunga lolawulo oluchaphazelekayo apho elona nani likhulu leevoti zither zarekhodwa njengamalungu anyuliweyo ebhunga lolawulo kwaye lichaze inani leevoti ezirekhodiweyo zomgqatswa ongumzali ngamnye.

(4) Ukuba inani leevoti ezirekhodiweyo labagqatswa abangabazali ababini okanye nangaphezulu lilingana kwaye lichaphazela iziphumo zevoti, igosa lonyulo lesikolo kufanele, phambi kweqela lonyulo lesikolo kunye nomgqatswa ngamnye ongumzali onqwenela ukuba khona, kuthathwe isigqibo ngebhaqo ukuze kumiselwe ukuba ngabaphi abazali abanyulwe ngempumelelo.

(5) Akukho zivoti zabammeli ezamkelekileyo zonyulo lebhunga lolawulo.

### Indima yesikolo ekukhetheni unyulo

**21.** Ekukhetheni indlela yolonyulo nge-intanethi, inqununu kufanele—

(a) yazise abazali ngolonyulo lweintanethi;

(b) inike isikhokelo kubazali phambi konyulo ngemanyuwali ngendlela yokusebenzisa ulonyulo lweintanethi;

(c) iqinisekise ukuba umntu onolwazi olululo lokusebenza kolonyulo lweintanethi ukhona ukuze inkxaso yechwepheshe phambi kwaye nangosuku lonyulo;

(d) lilungise ubuncinane isikhululo sokuvota ngeintanethi kwisikolo ngexesha lonyulo ukuze kwenziwe amalungiselelo abo banqwenela ukuvota esikolweni;

(e) iqinisekise ukuba ijenerayitha iyafumaneka ukuba kunokuthi kanti akukho mbane;

(f) yabe kwaye ibonelele abasebenzi abaza kubakhona ukuncedisa iqela lonyulo lesikolo ngexesha lokutyunjwa, lokuvota nakwinkqubo yokubala; kwaye

(g) iqinisekise ukuba abazali babhalisela ukuvota ngokhetho lwemibuzo yokhuseleko ubuncinane iintsuku ezintlanu phambi konyulo.

### Inkqubo yokutyunjwa ngeintanethi

**22.** (1) Inkqubo yokutyunjwa ekhankanywe kumgaqo 18 iyasebenza, ngaphandle kokuba isixokelelwano sibonelela ngenkqubo yokuvota ngeintanethi emayenziwe kwi-intanethi ngekhompyutha, kwimeko enjalo ke inkqubo yokutyumba ekhankanywe kumgaqo 18 isebenza ngeenguqu ezifanelekileyo.

(2) Apho inkqubo yokutyunjwa iza kwenziwa kwi-intanethi ngekhompyutha, isixokelelwano kufanele sicwangciswe ukuze—

(a) sibonelele umzali ngeenkucukacha zokungena ngenombolo yobuqu ekhethekileyo esetyenziswa kanye ukuze akwazi ukutyumba abagqatswa abangabazali;

- (b) siqinisekise isazisi somzali xa engena ngenombolo yobuqu yesazisi ekhankanywe kumhlathi (a), ngokomqulu wabavoti wabazali; kwaye
  - (c) sibonelele ngefomu yokutyumba kwi-intanethi kumzali ukuze akwazi ukutyumba abagqatswa abangabazali.
- (3) Umzali kufanele aphume emva kokutyumba.
- (4) Abasebenzi abakhankanywe kumgaqo 21(f) kufanele bancedise abazali bafake amaxwebhu xa kufuneka benze njalo.

### **Ukuvota ngexesha lonyulo lwe-intanethi**

- 23.** (1) Isixokelelwano kufanele sicwangciswe ukuze—
- (a) sibonelele umzali ngeenkcukacha zokungena ngenombolo yobuqu ekhethekileyo esetyenziswa kanye ukuze akwazi ukuvota eluvotweni;
  - (b) siqinisekise isazisi somzali xa engena ngenombolo yobuqu yesazisi ekhankanywe kumhlathi (a), ngokomqulu wabazali; kwaye
  - (c) sibonelele ngephepha lokuvota kwi-intanethi kumzali ukuze akwazi ukuvotela inani elifunekayo labagqatswa abangabazali.
- (2) Umzali kufuneka aphume emva kokuvota.

### **Ukubalwa kweevoti ngexesha lovoto kwi-intanethi**

- 24.** (1) Isixokelelwano kufanele sicwangciselwe ukukwazi ukubala kwaye sibonelele ngeziphumo kwamsinya njengoko ixesha lonyulo liphelile.
- (2) Igosa lonyulo lesikolo kufanele liqinisekise iziphumo zonyulo ezikhankanywe kumgaqo 23.
- (3) Ukuba inani leevoti ezirekhodelwe abazali ababini okanye ngaphezulu liyalingana kwaye lichaphazela iziphumo zonyulo, igosa lonyulo lesikolo kufanele, phambi kweqela lonyulo lesikolo naphambi komgqatswa ngamnye ongumzali onqwenela ukuba khona, kuthathwe isigqibo ngebhaqo ukuze kumiselwe ukuba ngabaphi abazali abanyulwe ngempumelelo.

### **Intlanganiso yokutyumba kunye neyonyulo lwamalungu abangabafundisintsapho**

- 25.** (1) Igosa lonyulo lesikolo kufanele, kwisaziso nefomu yeSihlomelo C, libonakalise umhla, ixesha kunye nendawo yentlanganiso yokutyunjwa nonyulo lwamalungu abangabafundisintsapho bebhunga bolawulo, ekufanele ibanjwe ubuncinane iintsuku ezili 11 phambi konyulo lwamalungu abangabazali.
- (2) Ukuze kutyunjwe umfundisintsapho, umfundisintsapho kwisakhiwo sesikolo esinye kufanele—
- (a) afake negosa lonyulo lesikolo, kungaphelanga iintsuku ezisixhenkxa phambi komhla wentlanganiso yokutyumba nowunyulo, ifomu yokutyumba kwifomu yeSihlomelo D, igcwaliswe ngumntu ophakamisileyo, umxhasi kunye nomgqatswa ongumfundisintsapho; okanye
  - (b) aphakamise umfundisintsapho njengelungu lebhungu lolawulo ngexesha lentlanganiso yokutyunjwa nolonyulo.
- (3) Ukutyunjwa okukhankanywe kummiselwano (2)(b) kufanele uxhaswe ngomnye umfundisintsapho, kunye nefomu yokutyumba kwifomu yeSihlomelo D kufanele igcwaliswe ngumntu ophakamisileyo, umxhasi kunye, ukuba ukhona, umntyunjwa ongumfundisintsapho kwaye kufanele ifakwe negosa lonyulo lesikolo kwisithuba lexesha esikhankanywe kummiselwano (4).
- (4) Ukuba ikhoram njengoko kukhankanyiwe kummiselwano 26(3) kufikiwe kuyo, igosa lonyulo lesikolo kufanele limisele ixesha emalivunyelwe ukutyunjwa kwabagqatswa abangabafundisintsapho ngexesha lentlanganiso yokutyunjwa nonyulo kufanele azise intlanganiso leyo.
- (5) Umfundisintsapho akanako ukuzityumba.
- (6) Emva kokuphela kwexesha elikhankanywe kummiselwano (4) igosa lonyulo lesikolo kufanele linike ingqalelo abatyunjiweyo kwaye likhabe ukutyunjwa kwakhe nawuphi na umfundisintsapho—
- (a) ongakhange atyunjwe ngokommiselwano (2)(a) okanye (3);
  - (b) okanye ayifundeki kumgaqo 4;
  - (c) kwimeko yokutyumba ekhankanywe kummiselwano (2)(b), akakhange agcwalise ifomu yokutyumba, ngaphandle kokuba ubungqina obubhaliweyo obanelisayo bufakwe kwigosa

lonyulo lesikolo phambi kokuba kuphele ixesha elikhankanywe kummiselwano (4) umgqatswa ongumfundisintsapho uzimisele ukusebenza njengelungu lebhunga lolawulo; okanye

(d) uzityumbe ngokwakhe,

kwaye emva kokuba igosa lonyulo lesikolo kufanele libhengeze amagama abagqatswa abangabafundisintsapho ukutyunjwa kwabo okwamkelekileyo.

(7) Ukuba inani elipheleleyo labagqatswa abangabafundisintsapho elithe lamkelwa ukutyunjwa kwalo njengoko kukhankanyiwe kummiselwano (6)—

(a) lingaphantsi kwenani lamalungu amiselwe ngokomgaqo 2(1)(b), (2)(b), (3)(b) okanye (4)(b) ngokumayelana nebhunga lolawulo elichaphazelekayo, intlanganiso entsha apho umgqatswa omtsha ongumfundisintsapho kufanele atyunjwe kufanele ibizwe, ntlanganiso leyo kufuneka ibanjwe zingaphelanga iintsuku ezisixhenxe zentlanganiso yokuqala ngokwenkqubo njengoko ibekwe kule migaqo;

(b) lilingana nenani lamalungu amiselwe ngokomgaqo 2(1)(b), (2)(b), (3)(b) okanye (4)(b) ngokumayelana nebhunga lolawulo elichaphazelekayo, igosa lonyulo lesikolo kufanele libhengeze bonke abagqatswa abangabafundisintsapho njengelungu elonyulweyo lebhunga lolawulo; okanye

(c) lingaphezu kwenani lamalungu eliselwe ngokomgaqo 2(1)(b), (2)(b), (3)(b) okanye (4)(b) ngokumayelana nebhunga lolawulo elichaphazelekayo, ukuvoto malubanjwe ngokomgaqo 26.

(8) Ukuba kukho abafundisintsapho abalishumi okanye abambalwa kwisakhiwo sesikolo, inkqubo yokutyumba amalungu abangabafundisintsapho ayilandelwanga, kodwa inkqubo yovoto ekhankanywe kumgaqo 26 kufanele ilandelwe.

### **Uvoto kunyulo lwamalungu angabafundisintsapho**

26. (1) Igosa lonyulo lesikolo kufanele lilungiselele isaziso sentlanganiso yokutyunjwa nonyulo kufanele lihambise ikopi yesaziso kumfundisintsapho ngamnye okwisakhiwo sesikolo ubuncinane iintsuku ezisixhenxe phambi kokuvota.

(2) Inqununu kufanele inike igosa lonyulo lesikolo uluhlu lwabafundisintsapho bonke abasebenza esikolweni, oluqulathe umqulu wabavoti wabafundisintsapho.

(3) Ikhoram eluvotweni iqulethe ubukho benani elipheleleyo elingaphezu kwesiqingatha labafundisintsapho abakwisakhiwo sesikolo.

(4) Igosa lonyulo lesikolo kufanele linike umfundisintsapho ngamnye onqwenela ukuvota iphepha lokuvota elivunyiweyo apho isitampu sesikolo esikhankanywe kumgaqo 11(10) sibonakala khona.

(5) Umfundisintsapho okhankanywe kumgaqwana (1) onqwenela ukuvota kufanele avote ngokubhala amagama angekho ngaphezu kwabagqatswa ababini kwiphepha lokuvota.

(6) Igosa lonyulo lesikolo kufanele livule ibhokisi yeevoti phambi kweqela lovoto lesikolo kunye nabagqatswa angabafundisintsapho abanqwenela ukubakho.

(7) Igosa lonyulo lesikolo kufuneka liphicothe onke amaphepha okuvota kwaye lilahle iphepha lokuvota—

(a) apho isitampu sesikolo esikhankanywe kumgaqwana (4) singabonakaliyo;

(b) apho amagama abagqatswa abangabafundisintsapho angaphezu kwesibini ebonakala khona; okanye

(c) agcwaliswe ngendlela yokuba ngokubona kwegosa lonyulo lesikolo, ayicacanga ukuba yeyiphi kanye ivoti yomgqatswa ongumfundisintsapho okanye abagqatswa abangabafundisintsapho emayirekhodishwe.

(8) Emva kokuba igosa lonyulo lesikolo liwakhabile nawaphi na amaphepha okuvota awonakeleyo njengoko kuchatshazelwe kumgaqwana (7), kufuneka phambi kwawo nawuphi na umgqatswa ongutitshala onqwenela ukubakho, liqinisekise ukuba iivoti ezirekhodiweyo zomgqatswa ngamnye ongutitshala zibalwa liqela lonyulo lesikolo.

(9) bagqatswa ababini abangabafundisintsapho abaneevoti ezininzi ezirekhodiweyo kufanele babhengezwe ligosa lonyulo lesikolo njengabonyuliweyo.

(10) Ukuba akukho mgqatswa ongumfundisintsapho ongafumananga isininzi seevoti, umgqatswa ofumene elona nani liphantsi kufanele aguzulwe kuvotelwe kwakhona abagqatswa abashiyekileyo ngokwale migaqo.

(11) Inkqubo ekhankanywe kumgaqwana (10) kufanele iphindwe kude abagqatswa ababini abangabafundisintsapho, ekufanele ukuba babhengezwe ligosa lonyulo lesikolo njengabanyuliweyo.

(12) Xa usebenzisa umgaqwana (10), ukuba abagqatswa ababini okanye ngaphezulu abangabafundisintsapho nganye banelona nani liphantsi leevoti, ivoti eyodwa kufanele yenziwe kwabo bagqatswa kwaye luphindwe kangangoko kuyimfuneko ukuze kumiselwe umgqatswa omakaguzulwe.

### **Ukutyunjwa nonyulo lwelungu elingenguye umfundisintsapho**

27.(1) Inkqubo yokutyunjwa nonyulo lwamalungu angabafundisintsapho iyasebenza, neenguqu ezifanelekileyo, kutyumbo nakunyulo lwelungu elingelilo umfundisintsapho.

(2) Ukuba kukho kuphela ababini abangengabo abafundisintsapho esikolweni, igosa lonyulo lesikolo kufanele ngebhaqo limisele ukuba ngowuphi na ongenyuye umfundisintsapho onyulwe ngempumelelo.

### **Utyumbo nokhetho lwamalungu angabafundi**

28. Abafundi ababini abangamalungu abakhankanywe kumgaqo 2(1)(d) kunye (4)(d) kufuneka kufuneka bakhethwe libhunga labafundi kumalungu alo njengoko kumiselwe kuMgaqo weMisebenzi neeNkqubo zokuMiselwa noKukhethwa kwaMabhunga aBameli baBafundi kwiZikolo zikaWonkewonke owenziwe nguMphathiswa wePhondo phants ikweSaziso sePhondo 272/2014 *kwiGazethi yePhondo 7317* eyatyikitywa ngomhla we13 kweyeDwarha ka2014.

### **Izigqibo zegosa lezolonyulo ezikolweni**

29.(1) Igosa lezolonyulo ezikolweni kufuneka lithabathe isigqibo ze lisombulule yonke imiba echaphazela ukutyunjwa kwabagqatswa kwakunye nokukhethwa kwamalungu.

(2) Ngokuthotyelwa komgaqo 30(1), zonke iimbambano ngenkqubo yotyumbo nolonyulo kufuneka kunikezelwe ingxelo ngazo kwigosa lezolonyulo ezikolweni.

(3) Igosa lezolonyulo ezikolweni lizinikele ekusombululeni zonke iimbambano ngenjongo yokumisela ulonyulo njengolungenamakhwiniba.

(4) Isigqibo segosa lezolonyulo ezikolweni ngethuba lenkqubo yezolonyulo sigqibelele.

(5) Igosa lezolonyulo ezikolweni kufuneka lithabathe isigqibo ze lisombulule isikhalazo ngotyumbo olumiselwe kumgaqo 17(2)(g) emva kolonyulo.

(6) Ukuba kuthi kuqhambuke imbambano elithi lingabi nakuyisombulula igosa lezolonyulo ezikolweni, kufuneka kuqunjelwe utyumbo nolonyulo.

### **Izigqibo zegosa lezolonyulo kwisithili**

30.(1) Nabani na othi anqwenele ukufaka isikhalazo ngegosa lezolonyulo ezikolweni kufuneka, kwisithuba seentsuku ezisixhenxe emva kolonyulo lwamalungu kwibakala elo, afake isikhalazo eso ngembalelwano kwigosa lezolonyulo elichaphazelekayo.

(2) Namphi na umntu angathi, kwisithuba seentsuku ezisixhenxe emva kolonyulo lwamalungu kwibakala elo, kufuneka adlulisele isikhalazo esingasonjululwanga nesimiselwe kumgaqo 29(6) kwigosa lezolonyulokwisithili elichaphazelekayo.

(3) Igosa lezolonyulo lesithili kufuneka linike ingqwalasela isikhalazo esimiselwe kumgaqwana (1) okanye kudluliselo ekubhekiswa kulo kumgaqwana (2) okanye ku(4) ze liphendule ngembalelwano kumntu lowo ufake isikhalazo okanye odlulisele isikhalazo eso okanye onikezele ngesityholo seikhwiniba kwisithuba seentsuku ezisixhenxe emva kokusifumana isikhalazo eso okanye udluliselo olo, esazisa umntu lowo ngesigqibo sakhe ndawonye nezizathu zeso sigqibo.

(4) Nabani na othi azi ngesityholo sekhwiniba kwinkqubo yolonyulo emva kolonyulo angathi adlulisele ikhwiniba elo atyholo ukuba likho kwigosa loezolonyulo kwisithili kwisithuba seentsuku ezisixhenxe emva kokubhengezwa kwamalungu eqmrhu elilawulayo.

### Inkqubo emva kolonyulo lwequmrhu elilawulayo

- 31.** (1) Emva kolonyulo lwequmrhu elilawulayo igosa lezolonyulo ezikolweni kufuneka—
- lenze ikopi eskeniweyo lwawo onke amaxwebhu athe asetyenziswa ekutyunjweni nasekonyulweni kwamalungu, kquka nawo onke amaphepha ebhalothi athe asetyenziswa ekonyulweni kwanazo zonke iifomu zokutyumba ezithe zafumaneka ze—
    - lidlulisele ikopi eskeniweyo kwinqununu; ze
    - ligcine ikopi eskeniweyo;
  - libeke amaxwebhu oqobo amiselwe kumhlathi (a) kwiimvulophu, zivalwe iimvulophu ezo ze zinikwe igosa lezolonyulo kwisithili, ekufuneka liwagcine kwindawo ekhuselekileyo isithuba seminyaka emithathu ubuncinci ukussela ngomhla wolonyulo lwequmrhu elilawulayo;
  - ukuba likholisekile, limisele ulonyulo olo njengobelkhululekile nobelungakhethe cala;
  - lazise ilungu ngalinye elonyuliweyo ngembalelwano ngokonyulwa kwalo;
  - lazise ngembalelwano inqununu kunye negosa lezolonyulo kwisithili kwisithuba seentsuku ezintathu ukususela ngosuku lolonyulo lwequmrhu elilawulayo ngamagama needilesi zabantu abathe bonyulwa njengamalungu; ze
  - lingenise izinikezelo ngolonyulo obelungenamakhwiniba, apho oko kube njalo, okanye isinikezelo esidiza iinkcukacha zazo naziphi na izikhalazo kwigosa lezolonyulo kwisithili.
- (2) Inqunnu kufuneka iqinisekise ukuba iinkcukacha zolonyulo lwequmrhu elilawulayo zifakwa kuvimba wezobxhakaxhaka bobugcisa weSebe leMfundo eNtshona Koloni kwisithuba seentsuku ezili14 kuvotiwe.
- (3) Iqumrhu lolawulo eliphumayo liyayeka ukuba lelisebenzayo emva kokuba igosa lezolonyulo esikolweni apho lithe labhengeza amalungu angabazali awonyulwe ngokutshaze ze limisele ulonyulo olo njengebelukhululekile yaye lungakhethe cala.

### Umhlangano wokuqala wequmrhu elilawulayo

- 32.** (1) Umhlangano wokuqala wequmrhu elisandula ukonyulwa kufuneka—
- ubizwe yinqununu kwisithuba seentsuku ezintlanu emva kokuba ifumene isaziso esimiselwe kumgaqo 31(1)(e);
  - ubanjwe kwisithuba seentsuku ezilishumi emvak kolonyulo;
  - uchotshelwe yinqununu;
  - wonyulwe amagosa eli qumrhu lilawulayo; ze
  - limisele abo baza kutyikitya kwimiba yemali.
- (2) Abatyikitya abamiselwe kumgaqwana (1)(e) kufuneka banikwe amagunya okutyikitya kwisithuba seentsuku ezisixhenxe wenziwe lo mhlangano umiselwe kumgaqwana (1).
- (3) Inqununu kufuneka—
- ibize ze ichophele umhlangano ophakathi kwequmrhu elilawulayo eliphumayo kwanequmrhu elilawulayo elisandula ukonyulwa kwisithuba seentsuku ezisixhenxe uchotshelwe umhlangano wokuqala omiselwe kumgaqwana (1) ngenjongo yokuqhuba inkqubo yokqhelanisa;
  - ilawule inkqubo yokuqhelanisa ngokuthi—
    - iqinisekise ukuba usihlalo wequmrhu elilawulayo eliphumayo kwanye nosihlalo wequmrhu elilawulayo elisandula ukonyulwa batyikitya kuluhlu lwamaxwebhu ekufuneka edluliselwe; ze
    - iphendule nayiphi na imibuzo angaba abayo amalungu equmrhu elilawulayo asandula ukonyulwa; ze
  - yazise amalungu agunyazisiweyo equmrhu elilawulayo asandula ukonyulwa ngemisebenzi yawo, kuquka nesidingo sokuqinisekisa ukuba amagosa awamele kangangoko amabakala afana nesini nobuhlanga kweso sikolo.
- (4) Kumhlangano wokuqala wequmrhu elilawulayo labafundi besikolo sezidingo ezizodwa, amalungu amiselwe kumgaqo 2(4)(a), (b), (c), (d) naku(e) kufuneka angenise amalungu anike kumgaqo 2(4)(f), (g), (h), (i) naku(j) amalungelo okuvota.
- (5) Kumhlangano wokuqala wequmrhu elilawulayo elimiselwe kumgaqo (1), iqumrhu elo kufuneka lithi phakathi kwaloo malungu athwaliswe amagunya lonyule amagosa, ekufuneka ebandakanye ubuncinci usihlalo, isekela likasihlalo, unondyebo kunye nososiba.



(6) Akukho lungu linokuba nesikhundla esingaphaya kwesinye ngexesha elinye kwiqumrhu elilawulayo ngaphandle kokuba iqumrhu elo lilawulayo linamalungu angaphantsi kwesihlanu.

(7) Kwiimeko ezimiselwe kumgaqo 2(1), (2) naku (3), ngumzali olilungu lequmrhu elilawulayo onamagunya ovoto kuphela onokba ngusihlalo okanye njengesekela likasihlalo kwiqumrhu elilawulayo elo.

(8) Kwiimeko ezimiselwe kumgaqo 2(4), naliphi na ilungu lequmrhu elilawulayo lingathi libe ngusihlalo okanye isekela likasihlalo, ngaphandle kwenqununu yesikolo, umhlohli kweso sikolo, umntu ongenomhlohli kweso sikolo okanye umfundi.

(9) Ngokwemigaqo yomgaqwana (7) no (8), naliphi na ilungu elinamagunya ovoto kwiqumrhu elilawulayo, ngaphandle kwenqununu, lingathi libe lilo igosa.

(10) Ngokwemigaqo yomgaqwana (11), ixesha lokuba seofisini kwigosa alinakho ukudlula enyakeni ukususela ekonyulweni kwalo.

(11) Ngokwemigaqo yomgaqwana (1), inqununu kufuneka ukuya kuthi ga ekupheleni kwenyanga yoMdumba kunyaka ngamnye libize umhlangano wequmrhu elilawulayo ngenjongo yokonyula kumalungu alo anamagunya ovoto amagosa amiselwe kumgaqwana (5).

(12) Igosa lequmrhu elilawulayo lingathi liphinde lonyulwe njengegosa emva kokufikelela esiphrlweni kwexesha lokuba seofisini, xa eseselungelweni lokuba lilungu lequmrhu elilawulayo.

(13) Ukuba kuthi nangasiphi na isizathu iofisi yegosa ingabi namntu, iqumrhu elilawulayo kufuneka kumhlangano walo wokuqala emva kokuvuleka kweso sikhewu, lonyule elinye lamalungu alo ukuba livale eso sikhewu singekaphelelwa lixesha salowo ubengaphambili kwalo.

(14) Inqununu kufuneka longamele ulonyulo olumiselwe kumgaqwana (5), (12) no (13).

(15) Inqununu kufuneka, emva komhlangano apho kuthe konyulwa igosa ngokwemigaqo yalo mgaqo, yazise iNtloko yeSebe ngokuthi ifake kuvimba weenkukacha weSebe leMfundo okubuxhakaxhaka bolwazi ngomhla walo mhlango, igama nedilesi yomntu owonyuliweyo kwakunye neofisi onyulelwe kuyo.

(16) Ngokwemigaqo yomgaqo 8 no 31(3), ekupheleni kwexesha lakhe leofisi, igosa elishiya indawo kufuneka lenze imisebenzi yalo de libe lonyulwe igosa elitsha eliza kuthabatha indawo yalo, libe negosa elitsha liselungelweni lokuba lilungu leli qumrhu lilawulayo.

## Ikomiti

### 33. (1) Iqumrhu lolawulo—

(a) maliseke ikomiti yezemali kunye nekomiti echithiweyo;

(b) lingaseka ezinye iikomiti ezininzi kangangoko libona kuyimfuneko; kwaye

(c) inokutyumba abantu abangengabo amalungu ebhunga lolawulo agunyazisiweyo kwikomiti echatshazelwe kumhlathi (a) okanye (b) ngenxa yezizathu zobungcali ukuze ixhobise ikomiti ukuba yenze umsebenzi ababetyunjelwe wona.

(2) Kuphela lilungu elivunyiweyo elinokuthi libe ngusihlalo wekomiti yebhunga lolawulo.

(3) Umntu okhankanywe kumgaqwana (1)(c)—

(a) mhlawumbi—

(i) liphakamise isindululo kwintlanganiso yekomiti;

(ii) ukuxhasa isindululo kwintlanganiso yekomiti;

(iii) avotele isindululo kwintlanganiso yekomiti; kwaye

(b) akanakho ukuba ngusihlalo wentlanganiso yekomiti.

(4) Inani lamalungu amabhunga olawulo avunyiweyo kwikomiti echatshazelwe kumgaqwana (1)(a) kufuneka ubuncinane libe lilinye ngaphezu kwabantu abachatshazelwe kumgaqwana (1)(c).

(5) Unondyebo okanye, xa esilela, usekela-sihlalo webhunga lolawulo makasebenze njengosihlalo wekomiti yezemali kunye nawo nawaphi na amagunya ebhunga lolawulo ajongene nemicimbi yezemali.

(6) Ikomiti yezemali kufuneka idibane ubuncinane kanye ngenyanga.

(7) Ikomiti yokuchitha kufuneka idibane ubuncinane kanye ngonyaka.

(8) Ikomiti ekhankanywe kumgaqwana (1)(b) kufuneka idibane xa kukho imfuneko yokwenjenjalo.

(9) Usihlalo wekomiti kufuneka—

(a) ibeke umhla, ixesha nendawo yentlanganiso yekomiti; kwaye

(b) azise ilungu ngalinye lekomiti ngokubhala ngentlanganiso ekhankanywe kumhlathi (a) ubuncinane kwiintsuku ezintlanu phambi kwentlanganiso yekomiti.

(10) Usihlalo wekomiti akanakubiza intlanganiso echatshazelwe kumgaqwana (6), (7) no (8) ngeholidi kawonkewonke okanye ngeholidi yesikolo.

(11) Inqununu okanye umntu obambeleyo njengentloko yesikolo makaye kwaye athathe inxaxheba kuzo zonke iintlanganiso zekomiti.

(12) Ikomiti echatshazelwe kumgaqwana (1)(a) ingenza izigqibo njengoko kucacisiwe kumgaqosiseko okanye kumgaqo-nkqubo wezemali webhunga lolawulo.

(13) Ikomiti echatshazelwe kumgaqwana (1)(b) inokunika kuphela iingcebiso kwibhunga lolawulo.

(14) Ikhoram yentlanganiso yekomiti ibandakanya ubukho besinye ngaphezu kwesiqingatha senani lilonke lamalungu ekomiti.

(15) Ixesha lokuba sekomitini alinakudlula kwixesha lebhunga lolawulo elisekiweyo.

### **Iintlanganiso zebhunga elilawulayo**

**34.** (1) Ibhunga lolawulo malihlangane ubuncinane kube kanye ngekota yesikolo.

(2) Intlanganiso echatshazelwe kumgaqwana (1), (5), (10) no (14) ayinakubizwa ngeholidi kawonkewonke okanye ngeholidi yesikolo.

(3) Usihlalo webhunga lolawulo makathi emva kokubonisana nenqununu nonobhala webhunga lolawulo—

(a) ibeke umhla, ixesha nendawo yentlanganiso ekhankanywe kumgaqwana (1); kwaye

(b) aqinisekise ukuba ishedyuli yeentlanganiso ezicwangcisiweyo zonyaka okanye inxalenye yazo, equlunqwe yinqununu nosihlalo, inikwe onke amalungu ebhunga lolawulo zingadlulanga iinyanga ezimbini emva kwentlanganiso yokuqala yebhunga lolawulo echatshazelwe kumgaqo 32 okanye phambi kokuba kuqale intlanganiso yebhunga lolawulo. unyaka omtsha wesikolo, nokuba yeyiphi eza kuqala.

(4) Unobhala kufuneka emva kokubonisana nosihlalo kunye nenqununu—

(a) azise ilungu ngalinye ngembalelwano ngentlanganiso ekhankanywe kumgaqwana (1) ubuncinane kwiintsuku ezili 14 phambi kwentlanganiso;

(b) linike ilungu ngalinye lebhunga lolawulo i-ajenda nawo nawaphi na amanye amaxwebhu achaphazelekayo entlanganiso; kwaye

(c) iqinisekise ukuba iajenda echatshazelwe kumhlathi (b) ikwimo yesiHlomelo E.

(5) Ukuba usihlalo webhunga lolawulo unoluvo lokuba umbandela othile ufuna ukuqwalaselwa ngokukhawuleza kwintlanganiso eyodwa yebhunga lolawulo, unobhala webhunga lolawulo makanike ilungu ngalinye ubuncinane iiyure ezingama 24 ngentlanganiso eyodwa.

(6) Akukho miba ingaphezulu kwemithathu ebizelwe intlanganiso ekunokuxoxwa ngayo kwintlanganiso eyodwa ecamngcwe kumgaqwana (5).

(7) Ukuba inqununu inoluvo lokuba umbandela othile ufuna ingqwalaselo ekhawulezileyo engenakuxoxwa entlanganisweni yebhunga lolawulo echatshazelwe kumgaqwana (1) okanye kwintlanganiso eyodwa yebhunga lolawulo echatshazelwe kumgaqwana (5) unokucela usihlalo ukuba abize intlanganiso kaxakeka.

(8) Kwiimeko ezichatshazelwe kumgaqwana (7) unobhala webhunga lolawulo makaqinisekise ukuba ilungu ngalinye linikwa isaziso seeyure ezine ubuncinane sentlanganiso kaxakeka ukuze kuxoxwe kuphela ngombandela oyibizelweyo intlanganiso.

(9) Intlanganiso kaxakeka exelwe kumgaqwana (7) inokubanjwa ngalo naluphi na usuku.

(10) Usihlalo webhunga lolawulo makathi emva kokubonisana nenqununu nonobhala webhunga lolawulo abeke umhla, ixesha nendawo yentlanganiso kawonkewonke yabazali apho ibhajethi yonyaka yesikolo mayinikwe abazali ukuze bayiqwalasele. kunye nokuvunywa.

(11) Umfundisintsapho okanye umntu ongengomfundisintsapho unokuya kwintlanganiso kawonkewonke yabazali apho kuqwalaselwa khona uhlahlolwabiwomali ukuba u—

(a) lilungu lebhunga lolawulo eligunyazisiweyo;

(b) ngumzali womntwana obhalisiweyo esikolweni; okanye

(c) umenywe libhunga lolawulo.

(12) Kwiimeko ezichatshazelwe kumgaqwana (11)(c), umfundisintsapho okanye ongengomfundisintsapho akanako—

(a) ukucebisa isindululo kwintlanganiso;

(b) ukuxhasa isindululo kwintlanganiso;

- (c) ukuvotela isindululo kwintlanganiso; okanye  
 (d) ukuhlala nabazali kunye namalungu ebhunga lolawulo kwintlanganiso.
- (13) Inqununu, emva kokubonisana nosihlalo nonobhala, mayiqinisekise ukuba abazali namalungu ebhunga lolawulo bayaziswa ngentlanganiso kawonke-wonke yabazali echatshazelwe kumgaqwana (10) ubuncinane kwiintsuku ezingama-30 phambi kwentlanganiso.
- (14) Inqununu kufuneka emva kokubonisana nosihlalo nonobhala—  
 (a) ibeke umhla, ixesha nendawo yeentlanganiso ezichatshazelwe kwisiqendu 18(2)(b) soMthetho weZikolo waseMzantsi Afrika; kwaye  
 (b) aqinisekise ukuba abazali, ootitshala, abangengabo ootitshala nabafundi bayaziswa ngentlanganiso echatshazelwe kumhlathi (a) ubuncinane kwiintsuku eziyi14 phambi kwentlanganiso.
- (15) Ibhunga lolawulo malidibane nabazali, ootitshala, nabangezotitshala nabafundi esikolweni, ngokulandelelanayo njengoko kuchatshazelwe kumgaqwana (14), ubuncinane kube kanye ngonyaka.
- (16) Kwiimeko ezichatshazelwe kumgaqwana (14) ibhunga lolawulo linokudibana nabazali, ootitshala, nabangezotitshala nabafundi kwintlanganiso enye okanye kwicandelo ngalinye kwiintlanganiso ezahlukeneyo.
- (17) Intlanganiso echatshazelwe kumgaqwana (5), (7), (10) no (14) ayimi endaweni yentlanganiso ekhankanywe kumgaqwana (1).
- (18) Nawuphi na umntu unokuthi ngesimemo esibhaliweyo sebhunga lolawulo ahlalele intlanganiso yebhunga lolawulo athathe inxaxheba kwingxoxo kodwa anga—  
 (a) cebisi ngesiphakamiso kwintlanganiso yebhunga lolawulo;  
 (b) xhasi siphakamiso kwintlanganiso yebhunga lolawulo; okanye  
 (c) voteli siphakamiso kwintlanganiso yebhunga lolawulo,  
 kwaye mayiphume kwintlanganiso xa ibhunga lolawulo lenza isigqibo.
- (19) Ibhunga lolawulo linokufuna nawuphi na utitshala okanye ongenguye utitshala wesikolo esichaphazelekayo ukuba aye entlanganisweni yebhunga lolawulo ngokumalunga nawo nawuphi na umbandela onxulumene nemisebenzi yebhunga lolawulo.
- (20) Utitshala nongenguye utitshala ochatshazelwe kumgaqwana (19) banokuthatha inxaxheba kwingxoxo kodwa banga—  
 (a) licebise ngesiphakamiso kwintlanganiso yebhunga lolawulo;  
 (b) ukuxhasa isiphakamiso kwintlanganiso yebhunga lolawulo; okanye  
 (c) avotele isiphakamiso kwintlanganiso yebhunga lolawulo;  
 kwaye mayiphume kwintlanganiso xa ibhunga lolawulo lenza isigqibo.
- (21) Ikhoram yayo nayiphi na intlanganiso yebhunga lolawulo yenza umntu omnye ngaphezu kwesiqingatha sawo onke amalungu ebhunga lolawulo amiselweyo.
- (22) Inqununu okanye umntu obambeleyo njengentloko yesikolo makaye kwaye athathe inxaxheba kuzo zonke iintlanganiso zebhunga lolawulo.
- (23) Ilungu lebhunga lolawulo elingumfundi alivumelekanga ukuba livotele izigqibo ezibeka ubutyala esikolweni okanye kwiqela lesithathu.
- (24) Amalungu angabafundi ebhunga lolawulo makahlale ekho kuzo zonke iintlanganiso zebhunga lolawulo.
- (25) Akukho zivoti zabameli zamkelwa kwiintlanganiso zebhunga lolawulo.
- (26) Ikhoram yentlanganiso iyimfuneko yokuqala ukuze intlanganiso yebhunga lolawulo esemthethweni iqalise okanye iqhubeka, njengoko kunokuba njalo.
- (27) Intlanganiso yokugqibela yebhunga lolawulo yonyaka mayibanjwe phambi okanye ngomhla wokugqibela wonyaka wesikolo yootitshala ngaphandle kokuba kukho isiganeko esingaqhelekanga esinyanzelisa ukuba kubekho intlanganiso ebudeni bexesha elishiyekileyo lonyaka.

### Imizuzu yeenkqubo zeentlanganiso

**35.** (1) Unobhala webhunga lolawulo kufuneka aqinisekise ukuba—

- (a) iyathathwa imizuzu yenkqubo yentlanganiso yentlanganiso nganye yebhunga lolawulo; kwaye
- (b) ilungu ngalinye lebhunga lolawulo linikwa ikopi yemizuzu kwiintsuku ezili14 noko phambi kwentlanganiso elandelayo.

(2) Unobhala webhunga lolawulo kufuneka anike inqununu ikopi yemizuzu yaye inqununu yona kufuneka iyigcine loo mizuzu kunye namanye amaxwebhu ebhunga lolawulo kwifayili.

(3) Inqununu kufuneka anike, xa kuthe kwavela isicelo ngokwenjongo ethile, iNtloko yeSebe, okanye nawuphi na omnye umntu onikwe amagunya yiNtloko yeSebe, ikopi yemizuzu.

(4) Inqununu kufuneka anike, kwakavela isicelo, umzali womfundi okwesoko sikolo okanye umfundisi-ntsapho okanye umsebenzi ongengomfundisi-ntsapho okwesoko sikolo ikopi yezo nkalo zemizuzu zichaphazela ukukhuselwa kwamalungelo okanye kweemfuno zomzali okanye zomntwana wakhe, umfundisi-ntsapho okanye umsebenzo ongengomfundisi-ntsapho, njengoko iya kube isitsho imeko.

(5) Kwiimeko ezikhankanywe kumgaqwana (3) no (4) kufuneka kungabikho kunyhashwa kwamalungelo akhe nawuphi na umntu, okanye kudizwe iimfihlo.

(6) Imizuzu yentlanganiso yebhunga lolawulo okanye yekomiti yalo kufuneka ingeniswe kwintlanganiso elandelayo yebhunga lolawulo, njengoko iya kube isitsho imeko, ukuze iphunyezwe, ityikitywe.

(7) Ekuchithweni kwebhunga lolawulo okanye xa kuphela ixesha lalo, yonke imizuzu kunye namanye amaxwebhu ebhunga lolawulo kwakunye nawayo nayiphi na ikomiti yalo kufuneka angeniswe kwinqununu yesikolo eso ukuze awagcwalise kwaye awagcine awakhusele.

(8) Ekuvalweni kwesikolo, inqununu kufuneka inikezele yonke imizuzu kunye namanye amaxwebhu ebhunga lolawulo okanye ayo nayiphi na ikomiti yalo kumlawuli wesithili ochaphazelekayo ukuze awagcine ekhuselekile.

(9) Ibhunga lolawulo kufuneka linikezele ingxelo ngeentshukumo zalo kubazali, kubafundisi-ntsapho, kubasebenzi abangengobafundisi-ntsapho nakubafundi abakwesoko sikolo ubuncinci kanye ngonyaka.

### Izibonelelo zethutyana

**36.** Ibhunga lolawulo kwisikolo sikawonkewonke elathi labe, ekuqaleni ukusebenza kwale migaqo, lamiselwa ngokukuko phantsi koMqulu wokuMiselwa nokuKhethwa kwamaBhunga oLawulo kwiZikolo zikaWonkewonke, 2021, lapapashwa phantsi kweSaziso sePhondo 23/2021 kwiGazethi yePhondo 8398 yomhla we12 kweyoKwindla ka2021, lithatyathwa njengelamiselwa phantsi kwale migaqo.

### Ukubhangiswa

**37.** IMiqulu yokuMiselwa nokuKhethwa kwamaBhunga oLawulo kwiZikolo zikaWonkewonke 2021, lapapashwa phantsi kweSaziso sePhondo 23/2021 kwiGazethi yePhondo 8398 yomhla we12 kweyoKwindla 2021, ibhangisiwe.

### Isihloko esifutshane

**38.** Le migaqo ibizwa ngokuba yiMiqulu yoKhetho nokuMiselwa kwamaBhunga oLawulo kwiZikolo zikaWonkewonke, 2024.



- 5 Ukubalwa kweevoti kuya kuqhutya ngomhla \_\_\_\_\_ (umhla), ngo \_\_\_\_\_ (indawo), emva kokuba luvaliwe uvoto, abatyunjwa bangayizimasa iseshoni.
6. Uyakhunjuzwa ukuba—
- (a) uze nohlobo oluthile lwesazisi ukuze uvunyelwe ukuba uvote. Uhlobo lokuzazisa kufuneka lube ngekhadhi lesazisi laseMzantsi Afrika okanye isazisi esiluhlaza esinebhakhowudi, isazisi sexeshana esikhutshwe liSebe leMicimbi yezeKhaya okanye, kwimeko yomntu wakwilizwe langaphandle, iphephamvume elikhutshwe ngokwe*Immigration Act*, 2002 (uMthetho we13 ka-2002); kwaye
- (b) uthathele ingqalelo le miba ilandelayo xa utyunja naxa uvotela abagqatswa abangabazali:
- (i) umgaqo wokulingana;
  - (ii) imfuneko yokulungisa ucalucalulo lwangaphambili; kunye
  - (iii) neemfuno zokumelwa.
7. Ukuba inani labagqatswa abatyunjiweyo abangabazali lilingana nenani lamalungu aza kunyulwa kwaye banelungelo lokuba ngamalungu ebhunga lolawulo, abagqatswa angabazali baya kuthathwa njengamalungu ebhunga lolawulo elinyuliweyo kwaye akuzukubanjwa nyulo.
8. Ukuba inani labagqatswa abatyunjiweyo abangabazali lingaphezu kwenani lamalungu aza kunyulwa kwaye banelungelo lokuba ngamalungu ebhunga lolawulo, kufuneka ulonyulo loqhubeke.
9. Ukuba inani labagqatswa abatyunjwa abangabazali lingaphantsi kwenani lamalungu anyuliweyo, kwaye bakulungele ukuba ngamalungu ebhunga lolawulo, igosa lonyulo lesikolo kufuneka libhengeze abagqatswa abangabazali ukuba bonyulwe kwaye licele kutyunjwe nabanye abagqatswa abangabazali.

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 UMHLA

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 UKUTYIKITYA KWEGOSA LONYULO LESIKOLO

IDILESI:

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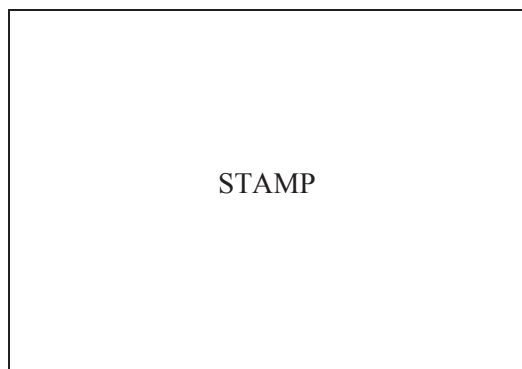


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Nceda ubeke istampu sesikolo seofisi yegosa lonyulo lesikolo:



**ISIHLOMELO B**

**IFOMU YOTYUMBO**

Unyulo lwabaZali babaFundi njengama Lungu eBhunga loLawulo

*(Imigaqo 18, 19, 22 nowama26 yeeNkqubo zoloNyulo nokuSekwa kwamaBhunga oLawulo  
kwiMigaqo yeZikolo zikaWonkewonke, 2024)*

IGAMA LESIKOLO: \_\_\_\_\_

UMPHAKAMISI:

Mna, \_\_\_\_\_,  
(Igama elipheleleyo)

\_\_\_\_\_ (Idilesi yokuhlala)

ndingumzali womfundi wesikolo esichazwe ngentla apha, ngokwenjenje ndibhengeza ukuba olu  
tyunjo lwamkelekile / luyakhatywa

\_\_\_\_\_ (Igama elipheleleyo lomgqatswa)

njengelungu legunya lolawulo lesisikolo sichazwe ngentla.

\_\_\_\_\_  
**UMTYIKITYO WOMPHEKAMISI**

OXHASAYO:

Mna, \_\_\_\_\_,  
(Igama elipheleleyo)

\_\_\_\_\_ (Idilesi yokuhlala)

ndingumzali womfundi wesikolo esichazwe ngentla, ndiyakuxhasa ukutyunjwa

\_\_\_\_\_ (Igama elipheleleyo lomgqatswa)



njengelungu lebhunga lolawulo lwesikolo esichazwa ngentla.

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UTYIKITYO LOMXHASI

UMGQATSWA:

Mna, \_\_\_\_\_  
(Igama elipheleleyo)

inombolo yePERSAL/YOMSEBENZI/YESAZISI \_\_\_\_\_.

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(Idilesi yokuhlala)

ndiyabhengeza ukuba ndazi kakuhle ukuba—

1. Andinakutyunjwa okanye ndibekwe njengelungu lebhunga lolawulo okanye ndiyayeka ukuba lilungu lebhunga lolawulo ukuba ndithe—
  - (a) wayekhe ebomini wagwetywa yinkundla yomthetho ngetyala awathi wanikwa isigwebo sokuvalelwa enkundleni esanqunyanyiswayo kodwa walivinjwa ithuba lokukhutshiswa umdliwo wawalelwa umdliwo, okanye wathi wagwetyelwa ukuqamela ngenqindi ze walivinjwa ithuba lokukhutshiswa umdliwo wawalelwa umdliwo, ngaphandleni kokuba uthe wakhutshwa ngokuxolelwa, okanye ithuba lesi sinqumamiso okanye lokuhlala ejele lidlule ubuncinci isithuba seminyaka emithathu ngaphambi kosuku lokuchongelwa kwakhe kwibhunga elo lolawulo;
  - (b) unomntwana, kuquka oadophiweyo, iqabane, umlingane, umzali, umntwana wakowenu, utatomkulu, umakhulu, utatazala, umamazala, ubhuti wasemzini, nendodakazi—
    - (i) lilungu lebhunga echaziweyo; okanye
    - (ii) usebenza esikolweni esichaziweyo;
  - (c) usebenzela isikolo;
  - (d) unomdla kwezezimali esikolweni okanye usebenzela ishishini okanye onomdla kwezezimali zesikolo;
  - (e) wathi wachazwa njengongakulungelanga ukusebenza nabantwana ngokwemiqathango yoMthetho waBantwana, 2005 (uMthetho 38 ka-2005), okanye yoLwaphulo Mthetho (uLwaphulomthetho lwezeSondo neMibandela engqameneyo) uMthetho oGuquliweyo 2007 (uMthetho 32 ka-2007);
  - (f) uphazamiseke ngokwasengqondweni yaye oko kudizwe yinkundla yomthetho;
  - (g) akazangeancedakale ekwahlulekeni ukuhlawula amatyala akhe;
  - (h) akekho kuluhlu lwabavoti besikolo;
  - (i) akanamntwana ubhaliswe kwesi sikolo;
  - (j) (*kwimeko katitshala, oqeshwe liSebe leMfundo, oqeshwe phantsi koMthetho iEmployment of Educators Act, 1998 (uMthetho 76 ka-1998), okanye sisikolo*), ofunyenwe enetyala lokungaziphathi kakuhle kwaye—
    - (i) ufumene umdliwo;
    - (ii) unqunyanyiswe ngaphandle komrholo;
    - (iii) uhliselwe; okanye

- (iv) ufumene indibanisela yesohlwayo esichazwe kwimihlathana (i) ukuya ku(iii),  
ngaphandle kokuba liphelelwe ixesha lesohlwayo kwiminyaka emithathu noko phambi komhla kotyunjo lwam okanye nonyulwe njengelungu lebhunga lolawulo;
- (k) *(kwimeko yongenguye utitshala, oqeshwe liSebe leMfundo, phantsi komthetho iPublic Service Act, 1994 (Umpoposho 103 ka-1994), okanye libhunga lolawulo)* ofunyenwe enetyala lokungaziphathi kakuhle kwaye—
- (i) unqunyanyiswe ngaphandle komrholo;
- (ii) uhliselwe; okanye
- (iii) ufumene indibanisela yesohlwayo esichazwe kwimihlathwana (i) kunye no(ii),  
ngaphandle kokuba liphelelwe ixesha lesohlwayo kwiminyaka emithathu noko phambi komhla kotyunjo lwam okanye nonyulwe njengelungu lebhunga lolawulo;
- (l) ususiwe kwibhunga lolawulo yiNtloko yeSebe ngokomgaqo 6(8) kule minyaka mithathu idlulileyo;
- (m) ndiyinqununu nakwesiphi na isikolo; okanye
- (n) ndiligosa leSebe lezeMfundo onoxanduva lokulawula kwisikolo esichaziweyo.
2. Ndibhengeza kwakhona ukuba amanqaku ahlelwe (1) ngasentla, ukuba andikhoselungeleweni lokonyulwa ndisebenze kwibhunga lolawulo lesikolo phantsi kweSebe lezeMfundo.
3. Ndibhengeza kwakhona ukuba ndiyavuma ukuphononongwa yiarhente yophononongo esemthethweni ukuze ibone ukuthotyelwa kwenqaku (1) ngentla, ukuba ndonyuliwe kwibhunga lolawulo kwaze kwenziwa isityholo esisekelwe kwinqaku (1) ngakum.
4. Ndibhengeza kwakhona ukuba, emva kokuqwalasela amanqaku (1), (2) nelesi(3) ngentla, ndamkela ngokufanelekileyo utyunjo olukhankanywe ngentla.

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UTYIKITYO LOMGQATSWA

Mna,

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(Igama elipheleleyo)

igosa lonyulo lesikolo, libhengeza ukuba unyulo lwamkelekile/lukhatyiwe.

(Cima engangeniyo)

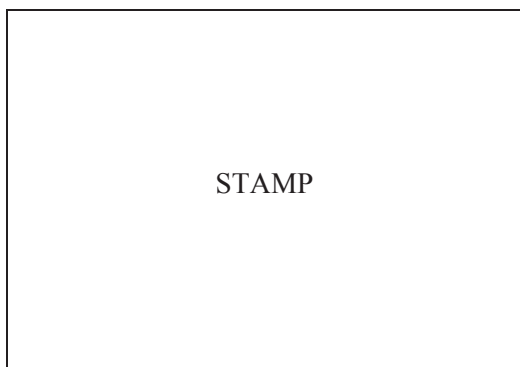
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UMHLA

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UTYIKITYO LEGOSA LONYULO LESIKOLO

Nceda ubeke istampu seofisi yegosa lonyulo lesikolo:



**ISIHLOMELO C**

ISaziso seNtlanganiso yoTyunjo noNyulo

UNyulo loTitshala / Basebenzi abangengoBasebenzi kwiBhunga loLawulo

*(Imigaqo 25, 26 no27 yeeNkqubo zokuSekwa nokuNyulwa kwamaBhunga oLawulo kwiZikolo zikaWonkewonke, 2024)*

IGAMA LESIKOLO: \_\_\_\_\_ INOMBOLO YE-EMIS: \_\_\_\_\_

Isaziso sibhengeza ukuba intlanganiso yotyunjo nonyulo yabagqatswa abazakunyulwa \_\_\_\_\_ (ootitshala/ basebenzi abangengotitshala) njengamalungu ebhunga lolawulo yesikolo esikhankanywe ngentla iyakubanjwa \_\_\_\_\_ (umhla) \_\_\_\_\_ (ixesha) \_\_\_\_\_ (indawo). Ukuba inani elilamkelekileyo (ikhoram) alifikelelekanga, intlanganiso ezakulandela izakubanjwa \_\_\_\_\_ (umhla) \_\_\_\_\_ (ixesha).

Kuyakugqitywa ngo \_\_\_\_\_ (ixesha) ngomhla lentlanganiso yotyunjo nonyulo ukuba banele na abahlohli / basebenzi abangengo bahlohli abanelungelo lokuvota abakhoyo, ukuze intlanganiso iqhube. Abahlohli / basebenzi abangengo bahlohli ngoko bayakhuthazwa ukuba beze kwintlanganiso.

Nceda ufike kwintlanganiso phambi \_\_\_\_\_ (ixesha).

Utitshala/umsebenzi ongengotitshala angatyunjwa kwintlanganiso okanye ngokufaka kwigosa lonyulo lesikolo zingaphelanga iintsuku ezisixhenxe phambi kwale ntlanganiso, ifomu yotyunjo egcwaliswe ngokufanelekileyo ngumphakamisi, umxhasi nomgqatswa otyunjiweyo. Ngokwale njongo, ukutyunjwa luyakwamkelwa esikolweni ukusukela \_\_\_\_\_ (umhla) de kube \_\_\_\_\_ (ixesha) ngo \_\_\_\_\_ (umhla).

Ukuba inani labagqatswa abatyunjiweyo lilingana nenani lamalungu azakonyulwa, abagqatswa baya kuthathwa njengabonyuliweyo kwibhunga lolawulo.

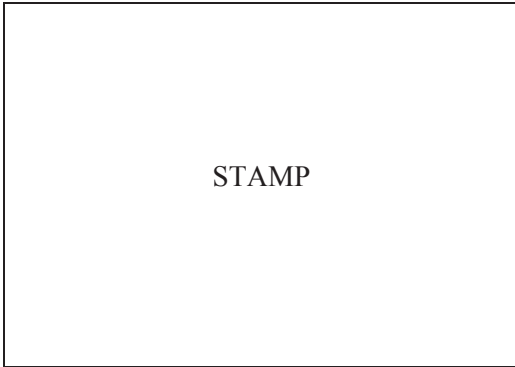
Ukuba abagqatswa abatyunjiweyo bangaphezulu kwenani lamalungu azakonyulwa, uvoto luyakuqhutywa emva kokungeniswa kotyunjo.

\_\_\_\_\_  
UMHLA\_\_\_\_\_  
UTYIKITYO LEGOSA LONYULO LESIKOLO

IDILESI:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Nceda ubeke istampu seofisi yegosa lonyulo lesikolo:



**ISIHLOMELO D**

**IFOMU YOTYUNJO**

Unyulo looTitshala / aBasebenzi abangengoTitshala njengaMalungu eBhunga loLawulo

*(Imigaqo 25, 26 no27 yeeNkqubo zokuSekwa nokuNyulwa kwamaBhunga oLawulo kwiZikolo zikaWonkewonke, 2024)*

IGAMA LESIKOLO: \_\_\_\_\_

UMPHAKAMISI:

Mna, \_\_\_\_\_,

(Igama elipheleleyo)

\_\_\_\_\_ (Idilesi yokuhlala)  
ndingutitshala / umsebenzi ongengotitshala wesikolo esikhankanywe ngentla, ngokwenjenje ndiphakamisa

\_\_\_\_\_ (Igama elipheleleyo lomgqatswa)

njengelingu lebhunga lolawulo lesikolo esingentla.

\_\_\_\_\_  
**UTYIKITYO LOMPHAKAMISI**

UMXHASI:

Mna, \_\_\_\_\_,

(Igama elipheleleyo)

\_\_\_\_\_ (Idilesi yokuhlala)

ndingutitshala / umsebenzi ongengotitshala wesikolo esikhankanywe ngentla, ngokwenjenje ndixhasa

\_\_\_\_\_ (Igama elipheleleyo lomgqatswa)

anjengelungu lesigqeba solawulo sesikolo esichazwe ngentla apha.

\_\_\_\_\_  
**UTYIKITYO LOMXHASI**

UMGQATSWA:

Mna,

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(Igama elipheleyo)

Inombolo yePERSAL/YENGQESHO \_\_\_\_\_,

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(Idilesi yokuhlala)

ngokwenjenje ndibhengeza ukuba ndazi kakuhle ukuba—

1. Andinakutyunjwa okanye ndibekwe njengelungu lebhunga lolawulo okanye ndiyayeka ukuba lilungu lebhunga lolawulo ukuba—
  - (a) wayekhe ebomini wagwetywa yinkundla yomthetho ngetyala awathi wanikwa isigwebo sokuvallelwa enkundleni esanqunyanyiswayo kodwa walivinjwa ithuba lokukhutshiswa umdliwo wawalelwa umdliwo, okanye wathi wagwetyelwa ukuqamela ngenqindi ze walivinjwa ithuba lokukhutshiswa umdliwo wawalelwa umdliwo, ngaphandleni kokuba uthe wakhutshwa ngokuxolelwa, okanye ithuba lesi sinqumamiso okanye lokuhlala ejele lidlule ubuncinci isithuba seminyaka emithathu ngaphambi kosuku lokuchongelwa kwakhe kwibhunga elo lolawulo;
  - (b) ukuba nomntwana, kubandakanywa umntwana oadobthiweyo, iqabane lomtshato, iqabane lobomi, umzali, umntakwenu, utatomkhulu, umakhulu, uyisezala, amazala, usibali, okanye usibalikazi—
    - (i) ulilungu lebhunga lolawulo elichaziweyo; okanye
    - (ii) usebenza esikolweni;
  - (c) unomdla wezemali, uqoqosho okanye ezesiqu esikolweni okanye usebenzela ishishini okanye umntu onomdla wezemali noqoqosho esikolweni;
  - (d) wathi wachazwa njengongakulungelanga ukusebenza nabantwana ngokwemiqathango yoMthetho waBantwana, 2005 (uMthetho 38 ka-2005), okanye yoLwaphulo Mthetho (uLwaphulomthetho lwezeSondo ne Mibandela engqameneyo) uMthetho oGuquliweyo, 2007 (uMthetho 32 ka-2007);
  - (e) uphazamiseke ngokwasengqondweni yaye oko kudizwe yinkundla yomthetho;
  - (f) akazangeancedakale ekwahlulekeni ukuhlawula amatyala akhe;
  - (g) akekho kuluhlu lwabavoti besikolo;
  - (h) *(kwimeko katitshala, ngaphandle kwenqununu, oqeshwe ngokoMthetho wezeNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998), okanye sisikolo)*, ufundenwe enetyala lokuziphatha kakubi yaye—
    - (i) ufumene isohlwayo;
    - (ii) unqunyanyiswe ngaphandle kwentlawulo;
    - (iii) wehlisiwe; okanye
    - (iv) lifumene indibanisela yezohlwayo ezikhankanywe kwimihlathana (i) ukuya ku(iii), ngaphandle kokuba ixesha lesohlwayo sam liphelile ubuncinane kwiminyaka emithathu phambi komhla wokutyunjwa okanye wokuqeshwa kwam njengelungu lebhunga lolawulo;

- (i) (kwimeko yomntu ongenguye utitshala oqeshwe ngokoMthetho weNkonzo kaRhulumente, 1994 (iSibhengezo 103 sika-1994), okanye libhunga lolawulo) ufunyenwe enetyala lokuziphatha kakubi yaye—
- (i) unqunyanyiswe ngaphandle kwentlawulo;
  - (ii) wehlisiwe; okanye
  - (iii) lifumene indibanisela yezohlwayo ezixelwe kwimihlathana (i) no(ii), ngaphandle kokuba ixesha lesohlwayo sam liphelile ubuncinane kwiminyaka emithathu phambi komhla wokutyunjwa okanye wokuqeshwa kwam njengelungu lebhunga lolawulo;
- (j) bakhutshwe kwibhunga lolawulo yiNtloko yeSebe ngokomgaqo 6(8) kwiminyaka emithathu edlulileyo;
- (k) ndiyinqununu nakwesiphi na isikolo; okanye
- (l) ndiligosa leSebe leMfundo elinoxanduva lokuphatha ngqo kwisikolo esichaphazelekayo.
2. Ngaphezu koko, ndiyavuma, ngokususela kumanqaku adweliswe ku(1) apha ngasentla, ukuba andifanelekanga ukuba ndityunjwe okanye ndibe lilungu lebhunga lolawulo lesikolo esiphantsi kweliso leSebe leMfund.
3. Kwakhona ndiyabhengeza ukuba, emva kokuthathela ingqalelo amanqaku (1) kunye no(2) apha ngasentla, ndiyalwamkela olu nyulo lukhankanywe apha ngasentla.

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UTYIKITYO LOMTYUNJWA

OKANYE

(UKUBA KUCETYWE INTLANGANISO YOLONYULO NOKHETHO YAYE AYINGENZEKI UKUZE KUGCWALISWE IFOMU YOTYUNJO)

Mna,

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(Igama elipheleleyo)

ndibhengeze ukuba ubungqina obubhaliweyo obundanelisayo bungenisiwe bokuba umgqatswa okhankanywe apha ngasentla, ongekho kwintlanganiso yokhetho nonyulo ukuza kugcwalisa ifom yokutyumba, uya kuthi, ukuba unyuliwe, akulungele ukusebenza njengelungu lebhunga lolawulo.

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UTYIKITYO LEGOSA LONYULO LESIKOLO

Olu tyunjo luyamkelwa /luyakhatywa.  
(Cima leyo engangeniyo)

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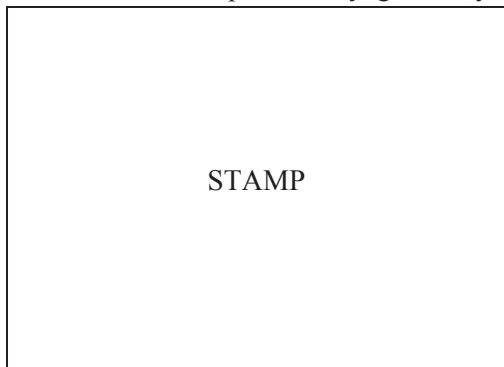
UMHLA

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UTYIKITYO LEGOSA LONYULO LESIKOLO



Nceda ubeke istampu seofisi yegosa lonyulo lesikolo:



**ISIHLOMELO E****IAJENDA****IGAMA LESIKOLO:** \_\_\_\_\_**UMHLA WENTLANGANISO:** \_\_\_\_\_**USIHLALO:** \_\_\_\_\_

<b>UMBA.</b>	<b>ISIHLOKO SENGXOXO</b>	<b>ONOXANDUVA</b>
<b>ICANDELO A: IMIBA YENKQUBO</b>		
A.1	Uvulo nolwamkelo	USihlalo
A.2	Abazimasileyo nabaxolisileyo	Bonke
A.3	Ukwamkelwa kweajenda	Bonke
A.4	Ukwamkelwa kwemizuzu	Bonke
<b>ICANDELO B: IMIVUKA</b>		
Imiba yentlanganiso edlulileyo emakunikwe ingxelo kuyo		
B.1		
B.2		
<b>ICANDELO C: IMIBA</b>		
C.1	INgxelo yeNqununu	Inqununu
C.2	Izimali	Nondyebo
C.3	Imiba yabasebenzi	USihlalo
C.4	Ukhuselo nokhuseleko	USihlalo
C.5	Imiba yabazali	USihlalo
C.6	Imiba yebhunga lolawulo	USihlalo
C.7	Ipropati nolondolozo	USihlalo
C.8	Ukuvunywa kwamaxwebhu esebe	USihlalo
C.9	Imigaqo-nkqubo (Chaza umgaqonkqubo)	USihlalo
<b>ICANDELO D: IMIBA EMITSHA YESEBE LEMFUNDO / ISEBE LEMFUNDO EYISISEKO</b>		
Iisetyhula/Imizuzu/Izikhokelo/uMthetho/iMigaqonkqubo, njl.		
D.1		USihlalo
D.2		USihlalo
<b>ICANDELO E: IMBALELWANO</b>		
Iileta/Ii-imeyili/Imbalelwano eya kwibhunga lolawulo (Ayiveli kwiSebe leMfundo okanye kwiSebe leMfundo esiSiseko)		
E.1		USihlalo
E.2		USihlalo
<b>ICANDELO F: IMIBA EMITSHA</b>		
Nayiphi na enye into engangeni kulo naluphi na udidi olungentla		
F.1		USihlalo
F.2		USihlalo
<b>ICANDELO G: UKUVALA</b>		
G.1	Izibhengezo – ezingezezeziqo (Akukho ngxoxo)	USihlalo
G.2	Intlanganiso elandelayo	USihlalo
G.3	Ushwankathelo nokuvala	USihlalo

## IMIBA ENOKWENZIWA IAJENDA EZAKUXOXWA NGAYO PHANTSI KWECANDELO C

### C.1 INGXELO YENQUNUNU

#### C.1.1 IiNkqubo zeNkxaso kwezeMfundo

- C.1.1.1 INkqubo yeSizwe yeSondlo eZikolweni
- C.1.1.2 Inkxaso yolungiso
- C.1.1.3 iklasi ezongezelelweyo

#### C.1.2 Imiba yaBafundi

- C.1.2.1 Ukuziphatha, isimo sengqondo kunye neyunifomu yesikolo
- C.1.2.2 Ukuzimasa
- C.1.2.3 Inkxaso eyongezelelweyo kubafundi abasokolayo
- C.1.2.4 Ukusebenza
- C.1.2.5 Iisayizi zeklasi
- C.1.2.6 Umlinganiselo womfundi/utitshala
- C.1.2.7 Iimvavanyo zabafundi
- C.1.2.8 Ulwamkelo
- C.1.2.9 Imisebenzi yasemva kwekharithulam nasemva kokufundisa
- C.1.2.10 IBhunga eliMele aBafundi (ukuba likhona)
- C.1.2.11 Ukungeniswa komsebenzi wasekhaya
- C.1.2.12 Ukugxothwa kunye / okanye ukunqunyanyiswa

#### C.1.3 Imiba yeKharithulam

- C.1.3.1 Ukuhanjiswa komxholo
- C.1.3.2 Uvavanyo
- C.1.3.3 Iireyithi zokuyeka isikolo
- C.1.3.4 Iziphumo zemfundo
- C.1.3.5 Ukhetho lwezifundo
- C.1.3.6 Ukhetho lweencwadi
- C.1.3.7 Kwakhona jonga umhlathi 6.7 weSetyhula 0043/2021

### C.2 IZIMALI

- C.2.1 Iingxelo zohlahlo lwabiwomali nezemali
- C.2.2 Iintlawulo zesikolo (iintlawulo nezingahlawulwayo)
- C.2.3 Ukukhululwa
- C.2.4 Ukuqokelelwa kwamatyala
- C.2.5 Utyalo-mali
- C.2.6 Amatyala (iimali-mboleko kunye nee-ovadrafti)
- C.2.7 Ukuthenga
- C.2.8 Isicwangciso sokuthengwa kweempahla neenkonzo
- C.2.9 Iikhontrakthi
- C.2.10 Ukunyusa ingxowa-mali
- C.2.11 Ukulahlwa, uluhlu lwempahla kunye nerejista yee-asethi

**C.3 IMIBA YABASEBENZI**

- C.3.1 Ukuziphatha
- C.3.2 Ukuzimasa
- C.3.3 Inxaso eyongezelelweyo kubasebenzi abatsala nzima
- C.3.4 Ukusebenza
- C.3.5 Umvuzo / imbuyekezo
- C.3.6 Iibhonasi
- C.3.7 Uvavanyo lwabasebenzi
- C.3.8 ICandelo 51A soMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997)
- C.3.9 Ingqesho, ukwakhiwa kunye nezithuba
- C.3.10 Umhlalaphantsi, ukugxothwa nokurhoxa emsebenzini
- C.3.11 Imizuzwana
- C.3.12 Uggithiselo
- C.3.13 Ukunyuselwa
- C.3.14 Uphuhliso lwabasebenzi

**C.4 UKHUSELO NOKHUSELEKO**

- C.4.1 Ulawulo lofikelelo notyelelo esikolweni
- C.4.2 Ukugada
- C.4.3 Uvavanyo
- C.4.4 Ukuqhubeka koshishino
- C.4.5 Ukukhuselwa kwamaxwebhu abalulekileyo
- C.4.6 Ukufuduka, uqheliso novavanyo
- C.4.7 Ialam, isiren kunye ne-intercom
- C.4.8 Ukudalwa kwendawo yokufunda efanelekileyo
- C.4.9 Ukujikeleza kwesikolo ngamaxesha, ngexesha lekhefu nasemva kokuphuma kwesikolo

**C.5 IMIBA YABAZALI**

- C.5.1 Ukubandakanyeka
- C.5.2 Unxibelelwano

**C.6 IMIBA YEBHUNGA ELILAWULAYO**

- C.6.1 Uqeqesho
- C.6.2 Izithuba
- C.6.3 Ukuzibophelela kwamalungu
- C.6.4 Ukuziphatha kwamalungu

**C.7 IPROPATI NOLONDOLOZO**

- C.7.1 Ulondolozo lwesakhiwo
- C.7.2 Ukucocwa kwesakhiwo kunye nezakhiwo
- C.7.3 Ukwandiswa, uphuculo kunye nohlaziyo
- C.7.4 Ukurenta/ukuqeshwa kwesakhiwo okanye iindawo

**C.8 UKUVUNYWA KWAMAXWEBHU ESEBE**

- C.8.1 INgxelo yoNyaka yokuSebenza kweziFundo (AAPR)
- C.8.2 IsiCwangciso soPhuculo lweNtsebenzo kwiziFundo (APIP)
- C.8.3 IsiCwangciso soPhuhliso lweZikolo (SDP)
- C.8.4 IsiCwangciso soPhuculo lweSikolo (SIP)
- C.8.5 UVavanyo lweSikolo (SSE)
- C.8.6 Isixhobo sokuSebenza seBhunga loLawulo leSikolo
- C.8.7 Iibhloko zoKwakha zoLawulo lweSikolo oluFanelekileyo (Ubukho bamaxwebhu oLawulo)

**C.9 IMIGAQONKQUBO (Chaza uMgaqonkqubo)**

- C.9.1 Uthethwano
- C.9.2 Uphononongo
- C.9.3 Uhlaziyo
- C.9.4 Ukuphumeza