

# UMTHETHO WOKUKHUTHAZA UKUFINYELELA OLWAZINI 2014

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ukuthuthukiswa  
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UMnyango:  
Wokuthuthukiswa Komphakathi  
WeRiphablikihi yaseNingizimu Afrika





UMQULU WANGOKWESIGABA 14 WOMNYANGO WEZOKUTHUTHUKISWA  
KOMPHAKATHI

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## AMAZWI AVELA KUNQQONGQOSHE



Uguquko olwenzeka kwezepolitiki lapha eNingizimu Afrika kusukela kwisikhathi sobandlululo kuya okhethweni lokuqala ngqa lwentando yeningi nolwalungonyaka ka 1994 lwaba khona ngenxa yemithetho ethile ephusile. Kanti phakathi kwaleyo mithetho ephusile eyasebenza ngaleso sikhathi singabala uMthethosisekelo waseRiphabhlikhi yaseNingizimu Afrika ka 1996 obalula ukuthi wona unehloso “yokuvula inkundla yomphakathi obuswa ngokwentando yeningi kanye nomphakathi ovulelekile lapho uhulumeni wakhona engokwentando yabantu futhi zonke izakhamizi zivikelwe ngumthetho ngendlela elinganayo”.

Isigaba 32 soMthethosisekelo siqinisekisa zonke izakhamizi zakuleli ukuthi zinelungelo lokufinyelela olwazini olusezandleni zombuso noma olusezandleni zabanye abantu noma zezinye izikhungo ezithile. UMthethosisekelo, nosebenza njengomthetho omkhulu kunayo yonke imithetho kuleli lizwe uyakwazisa ukuthi ukufinyelela olwazini oluthile kubalulekile ekukhuthazeni umphakathi ophila ngokwentando yeningi.

UMthetho Wokukhuthaza Ukufinyelela Olwazini (uMthetho onguNo. 2 ka 2000) nowaziwa kakhulu ngokuthi yi-PAIA, ususelwe kwizimiso zoMthethosisekelo kanti uhlinzeka ngohlaka oludingekayo kanye nezinqubo okumele izakhamizi zizilandele ukuze zikwazi ukwenza lokho ezinamalungelo okukwenza. Lo Mthetho futhi ubuye wakhelwe phezu kwemigomo yeBatho Pele (Abantu Phambili), nokuyimigomo kahulumeni okuhloswe ngayo ekukhuthazeni ukuthi kukho konke okwenziwayo kubekwe phambili abantu emphakathini waseNingizimu Afrika.

Ngihlala njalo ngisho ukuthi uMnyango Wokuthuthukiswa Komphakathi yiyona nhliziyi kahulumeni wethu. Ngakho-ke ukushicilelwa kwalo mbhalo akufanele nje kubonwe njengento ewukugcina icala nje, kodwa kufanele kubonakale njengethuluzi elinqala lezakhamizi zaseNingizimu Afrika ukuthi zikwazi ukwenza lokho ezinamalungelo okukwenza kanye nokukwazi ukusibuza ngemisebenzi okufanele yenziwe yithina njengohulumeni okhethwe ngokwentando yabantu.

Nks B O Dlamini, ILungu LePhalamende  
UNqongqoshe Wezokuthuthukiswa Komphakathi  
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## AMAZWI AVELA KUMQONDINSI-JIKELELE



Ukwenza izinto obala kanye nokuphendula ngalokho okwenziwayo yizona zinsika zomphakathi ophila ngokwentando yeningi. UMthetho Wokukhuthaza Ukufinyelela Olwazini (uMthetho onguNo 2 ka 2000) uhlinzeka ngethuluzi langokomthetho kanye nezinqubo okumele zilandelwe yizakhamizi ukuze zifezekise ilungelo lazo langokomthethosisekelo nokuyilungelo lokuthola ulwazi njengalokhu libalulwe Kwisigaba 32 soMthethosisekelo waseRiphabhlikhi yaseNingizimu Afrika wangonyaka ka 1996.

Inhlosongqangi yoMthetho Wokukhuthaza Ukufinyelela Olwazini ukuhlinzeka ngokuthi kwenziwe izinto obala, ikakhulukazi lezo zindaba ezithinta umphakathi kanye nokuqinisekisa ukuthi bonke abantu baseNingizimu Afrika, kungakhathalekile ukuthi bakumaphi amazinga ngokwempilo, babanelungelo lokucela kanye nokuthola ulwazi kwizikhungo zikahulumeni. Ukuqhubela phambili inhloso yokukhuthaza ukubusa ngokuhlanganyela kanye nokwakha umphakathi onobuntu, lo Mnyango uyenza wenza umqulu othile oqondene ngqo nabantu obahlinzeka ngezidingo. Njengawo-ke uMthetho Wokukhuthaza Ukufinyelela Olwazini, uMqulu lowo uqinisekisa ilungelo lezakhimizi lokufinyelela olwazini oluthile.

UMnyango Wokuthuthukiswa Komphakathi ungezinye zezikhungo zikahulumeni ezisophondweni ekukhuthazeni amalungelo oluntu kanti ukushicilelwa kwalo mbhalo kusafakazela khona ukuzibophezela kwethu okuqhubekayo ngokwenza lokho okushiwo nguMthethosisekelo. Lena enye indlela esikhombisa ngayo ukuthi siphila lokho okushiwo yinkulamo yaseNingizimu Afrika ethi: “singabalapha, siyanakekela, senza umsebenzi”.



Mnu C Pakade  
UMqondisi-Jikelele  
UMnyango Wezokuthuthukiswa Komphakathi

# IMININGWANE NGOKWEMIBANDELA YESIGABA 14 SOMTHETHO WOKUKHUTHAZWA UKUFINYELELA OLWAZINI UMTHETHO, ONGUNo. 2 ka 2000

## A. IMISEBENZI YESIGABA 14(1)(a)]

Lesi sigaba sibeka ukuthi Isikhulu Esihlinzeka Ngolwazi sesikhungo somphakathi kufanele ukuthi senze umqulu oyoba okungenani ngezilimi ezintathu ezisemthethweni kanti owo mqulu kuyofanele ukuthi ube nalokhu: incazelo yohlaka lokwakhekha kwaleso sikhungo kanye nemisebenzi yaso;

### i. Misebenzi YoMnyango Wokuthuthukiswa Komphakathi

UMnyango Wokuthuthukiswa Komphakathi unale misebenzi elandelayo engumgogdla wayo:

- Ukuhola ekwakhiweni Kohlelo Lokuphatha Oluphelele Kwezokuphepha Komphakathi kanye nokubhekela ukuvikeleka komphakathi, okufaka phakathi Ukusizakala komphakathi kanye nezinqubomgomo zokuqinisekiswa komphakathi okuhloswe ngazo ukuvikelela kanye nokuqeda nya ubuphofu uma kwenzeka abantu bebhekana nezimo zempilo eziyingozi ezifana nokulahlekelwa yimali engenayo ngenxa yokungaqashwa kwabantu, ngenxa yokukhubazeka, ngenxa yokuguga noma ngenxa yokufa.

- Ukuhlinzeka ngezinsizakalo zokuthuthukiswa kwezenhlalakahle yomphakathi

Ukuhlinzeka ngezinsizakalo zokuthuthukiswa kwezenhlalakahle yomphakathi ezihlinzeka ngokweseka okunciphisa ububha, ukuba buthaka kanye namandla e-HIV nengculazi ngokuba nezinhlelo zentuthuko eziphilisayo ngokubambisana nezinhlelo ezifana nezikhungo ezixhaswe uhulumeni, izinhlangano ezingekho ngaphansi kukahulumeni, izinhlangano zomphakathi kanye nezinhlangano zezenkolo.

- Ukuhlinzeka ngezinsizakalo zokuthuthukisa umphakathi

Ukuthuthukiswa komphakathi kwenza lula ukufakwa kwezinqubomgomo ezifanele kanye nokuphumelelisa amacebo kanye nezinhlelo okuhloswe ngakho ekukhuthazeni nasekukhuliseni ukuphila okusimeme kanye nokuthuthuka kwabantu.

### ii. Izinto ezingamacebo aphambili omnyango (Zisuselwe Ekuhlelweni Kwamacebo 2012-2014)

Kusukela kulokhu osekushiwo ngenhla, lo Mnyango uye wazibophezela ekubeni phambili eqhulwini lezi zinto ezilandelayo kukhona konke okwenzayo:

- Ukwenza ngcono izinsizakalo zezenzalakahle
- Ukunciphisa ukusetshenziswa kwezidakamizwa emphakathini
- Ukulwa nobugebengu obusemphakathini
- Ukukhuthazwa kanye nokusungulwa kwezinhlelo zokuthuthukiswa komntwana esemncane
- Ukuthuthukisa umphakathi ngokuwugqguzela, ngokuwubeka phambili kanye nangokuwelekelela kwezenhlalo
- Ukuhlinzeka ngezinsizakalo zokuphepha komphakathi eziphelele

- Ukuqinisa amanda ezinhlango ezingekho ngaphansi kukahulumeni
- Inqubomgomo yomphakathi
- Ukukhuthaza indaba yomphakathi kanye nentuthuko
- Ukuyiqeda nya indlala

## B. IMINININGWANE YOKUXHUMANA [ISIGABA 14(1(b))

Lesi sigaba sibeka ikheli leposi kanye nekheli lendawo, ucingo kanye nefekisi kanye, uma ikhona, ne-imeyili Yesikhulu Esihlinzeka Ngolwazi sesikhungo leso kanti futhi kusuke kufanele ukuthi kuvezwe nokuthi ubani Isekela Lesikhulu Esihlinzeka Ngolwazi” konke lokho kwenziwe kuwona kanye uMqulu lona.

UMnyango Wokuthuthukiswa Komphakathi

UMqondisi-Jikelele woMnyango Wezokuthuthukiswa Komphakathi uyena Isikhulu Esihlinzeka Ngolwazi ngokwemibandela yoMthetho Wokukhuthaza Ukufinyelela Olwazini onguNo. 02 ka 2000. Isekela Lesikhulu Esihlinzeka Ngolwazi eMnyangweni Wezokuthuthukiswa Komphakathi Isikhulu Esiphezulu Esihlinzeka Ngolwazi eMnyangweni.

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## C. UKUFINYELELA KUMAREKHODI ASEZANDLENI ZOMNYANGO [ISIGABA 14(1)(d)]

Lesi sigaba sibeka ngokusobala ukuthi uMnyango kufanele ukuthi unikezele ngemininingwane eyanele ukwenza lula isicelo sokufinyelela kwirekhodi lelo eliceliwe, kufanele kube nencazelo yendawo lapho isikhungo sigcine khona irekhodi lelo kanye nemikhakha yamarekhodi ephethwe kwisihloko ngasinye.

UMnyango Wezokuthuthukiswa Komphakathi ugcine amarekhodi amaningi ayizihloko eziningi ezahlukenene.

### i. Amarekhodi azivelele ngokwawo engaceliwe [Isigaba 14(1)(e)]

Amarekhodi azivelela wona ngokwawo engaceliwe esikhuluma ngawo lapha kulesi sigaba yileyo mikhakha yalawo marekhodi etholakala ngaphandle kokuthi ize icelwe umuntu othile ngokulandela uMthetho.

Wonke amarekhodi azivelela wona ngokwawo engaceliwe ehlukeniswe ngokohlaka lwenhlangano njengalokhu kubonakala lapha kuleli thebula elingezansi futhi ehlukeniswe ngokwamakholomu amane. Amarekhodi abhalwe ngendlela eyithebula. Mane amakholomu akhona kanti yilawa:

- Uhlelo
- UPhiko Olukhulu
- Uphiko
- Amarekhodi

Uma sikhuluma ngamarekhodi sikhuluma nganoma yini into okugaxhunywana ngayo, isib. amadokhumenti abhalwe ephepheni, amarekhodi ayi-elekhthronikhi (ahamba ngekhompyutha) kanye namawebhusayithi.

### ii. Isicelo sokufinyelela kumarekhodi ngokwemibandela Yesigaba 14.



## E. UHLA LWAMAREKHODI

### i. Amarekhodi Azivelela Wona Ngokwawo [Isigaba I4(l)(a)]

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayimfihlo Ephezulu
1. UKUVIKELELA OKUDIDIYELWE KOKUPHEPHA KOMPHAKATHI				
	1.1 Amarekhodi Afanayo Ohlelweni Lokuvikelwa Komphakathi Oludidiyelwe			
			Ucwaningo oluyisendlalelo embikweni wekomidi ebelenza ucwaningo	
			Umbiko Wekomidi Elibheka Ukuvikeleka Okudidiyelwe Kokuphepha Komphakathi e-SA	
			Isithombe esibanzi Ngohlelo Lokuvikeleka Komphakathi eNingizimu Afrika	
	1.2 Ukusizwa Komphakathi			
			DSD Wena kanye NEZIBONELELO zakho 2002	
			Isichibiyelo Kwizimali Zezibonelelo Zabantwana (CSG)	
			Ukubhasobha Umntwana	
			Umqulu wokuphepha kwabantwana	
			Ithempleyithi Yokucwaninga Yenqubomgomo kanye Nokuhlela – Uphiko Olukhulu	
		1.2.1 Ukukhubazeka & Ukuguga	Izichibiyelo KuMthetho Wokusizakala Kwabantu Abadala Ngezibonelelo	
			Izincwadi Ezikhulumayo Kwizibonelelo Zezenhlalakahle	
			UMthetho Wezokusizakala Kwezenhlalakahle Ekubeni Nejwayezi Lokunakekelwa Kubantwana Bababaleki Abanokukhubazeka	
	1.2.2 Ukukhululeka Komphakathi			
			Izimiso Kumabhodi Ezikhwama Zokutakula	
			Ibhukwana Kwizinsizakalo Zokusizakala Kwezenhlalakahle	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayimfihlo Ephezulu
			UMthetho Wokucela Izimali onguNo. 107 ka 1978	
	1.2.3 Izimiso Kumabhodi Ezikhwama Zokutakula			
			Umthetho Oshayiwe Ngokusizakala Komphakathi (uMthetho Wokusizakala Komphakathi	
			Ulwazi Ngamandla Ezibonelelo	
			Umbiko Ngezindlela Nezimiso Zokuphenya Ngezibonelelo Zomphakathi	
			Ukwesekwa Kokusetshenziswa Kwenqubomgomo	
	1.2.4 Umshuwalense Womphakathi			
			Umqulu okuxoxwa ngawo mayelana nezimiso zokuthatha umhlalaphansi	
			Ucwaningo mayelana nezimiso zemihlalaphansi	
			Ukuthatha umhlalaphansi ngokunethezeka kuwonkewonke	
2. INTUTHUKO EDIBENE				
	2.1 Ukuthuthukiswa Komphakathi			
		2.1.1 Ukwenza Okufanele kwama-NPO & Nokunika Amandla	Umthetho Wezinhlango Ezingenzi Nzuzo onguNo. 71 ka 1997	
			Umbiko Wokucwaningwa Kwemithelela KuMthetho We-NPO	
			Irejista Yezinhlango Ezingenzi Nzuzo. Ingatholakala nalapha: <a href="http://www.npo.gov.za">www.npo.gov.za</a>	
			Inqubomgomo Yokukhishwa Kwemiklomo Yezimali	
			Uhlelo Lwebhizinisi Lophiko Lwama-NPO	
			Isimo sama-NPO e-SA 2009	
			Isimo sama-NPO e-SA 2010	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Isimo se-NPO e- SA 2011	
			Isimo Serejista yama-NPO KwaZulu-Natali 2010-2011	
			Isimo Serejista ye-NPO eFreyistata 2010-2011	
			Isimo Serejista ye-NPO eNtshonalanga Kapa 2010-2011	
			Isimo Serejista yama-NPO eNyakatho Kapa 2010-2011	
			Isimo Serejista yama-eNorth West 2010-2011	
			Isimo Serejista yama-NPO eLimpopo 2010-2011	
			Isimo Serejista yama-NPO eMpumalanga Kapa 2010-2011	
			Isimo Serejista yama-NPO eGauteng 2010-2011	
			Ucwaningo Lokuhlola Imithelela	
			Ukubuyekenza Kwemibhalo Ekusunguleni Ukubusa Ngendlela	
			Umbiko Wokubusa we-DSD	
			Imithethosisekelo kanye nemibiko yonyaka yama-NPO abhalisiwe	
			Amafomu okwenza isicelo ukubhalisa njengenhlangano engenzi nzuzo ngokwemibandela yoMthetho we-NPO	
			Isibonelo soMthethosisekelo ukusiza izinhlangano zikwazi ukubhalisa	
			Indlela Yokubika Exoxayo ukusiza izinhlangano Ezibhalisile ukuthi zihambisane nezindlela zokubika njengalokhu kuyisidingo soMthetho wama-NPO	
			Amakhodi Okuphatha Kahle ama-NPO eNingizimu Afrika ukukhuthaza ukuphatha ngendlela	
			Ukwakha Isiko Lokubusa Kahle Kumkhakha wama-NPO aseNingizimu Afrika Isahluko 1	
			Ukwakha Isiko Lokubusa Kahle Kumkhakha wama-NPO aseNingizimu Afrika Isahluko 2	
			Ukwakha Isiko Lokubusa Kahle Kumkhakha wama-NPO aseNingizimu Afrika Isahluko 3	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Uhlelo Lwebhizinisi Izinhlangano Zikazwelonke	
			Ibhuku lolwazi mayelana nohlelo lokubhalisa	
			Imibiko yezigamu yezifundazwe (Amaqembu Eseka i-HCBC)	
			Imihlahlandlela ekwakhiweni kwamaqembu okweseka abantwana nabantu abadala	
			Imihlahlandlela yokweseka abantwana abaphila ne-HIV nezinye izifo ezingelapheki ngokomqondo	
			Ikharihulamu Yokuvikelwa Kwabantwana	
			Ukweluswa Okweseka Onompilo	
			Ukwesekwa Ngokomqondo Kokuphila Konompilo	
			Ukucwaningwa Kukazwelonke Kokunakekelwa Kwasekhaya Okubhalisiwe Nokungabhalisiwe eNingizimu Afrika	
			Imikhuba Nezindlela Ezamukelekile Zokunakekelwa Ekhaya (HCBC) kanye nohlelo lokweseka	
			Uhlaka Lwenqubomgomo kanye Nohlelo Lokusebenza Lukazwelonke lwe-OVC	
			Ipheshana Mayelana Nokunakekelwa Ekhaya (HCBC) Nohlelo Lokweseka	
			Ithuluzi Likazwelonke Lokwenza OKufanele	
			Ukubheka Okuhlanganisiwe kanye Nohlelo Lokubuyekeza Lokunakekelwa Ekhaya (HCBC) kanye Nebhukwana Lokuqeqesha Ngokwesekwa	
		2.1.2 Inqubomgomo Yokuthuthukisa Umphakathi & Amazinga Ezinsizakalo		
			Ukucwaningwa Kwezinqubomgomo Zomhlaba wonke, Ezikazwelonke kanye Nezezifundazwe Zokuthuthukiswa Komphakathi nezingaba nomthelela Ekuthuthukisweni Komphakathi eNingizimu Afrika	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
		2.1.3 Ukuthuthukiswa Kwentsha		
			Umthelela Wokubuyezwa kweMasupatsela	Uyisifuba
			Uhlelo Lwentsha LweMasupatsela	
		2.1.4 Ukuphila Impilo Esimeme		
			Amathuluzi Abaphushi Bentuthuku eNingizimu Afrika	
			Ulwazi ngamaprojekthi axhasiwe	Unemikhawulo
			Imibiko Yokusetshenziswa Kwezimali Zinyanga Zonke – Izimali ezikhokhelwa amaphrojekthi ngonyaka wezimali ngamunye (Imibiko Ye-IDT)	Unemikhawulo
			Imihlahlandlela Yokuvukuza Umphakathi	
			Imihlahlandlela yokushintsha ukwenza kanye nokweseka	
	2.2 I-HIV/AIDS			
		2.2.1 Ukuvikela		
			Umhlahlandlela Kazwelonke Ngezinsizakalo Zomphakathi Kubantwana abahaqwe nabahlukunyezwe yi-HIV/AIDS	
			Ibhukwana lolwazi nge-HIV/AIDS	
			Inhlabamkhosi Ngokuthi Kwenziwa Okuthile Ngokubambisana Ukusiza Abantwana Abahaqwe nabathinteka kwi-HIV/AIDS Umbiko Wenkomfa 2-5 Juni 2002	
		2.2.2 Ukunakekela & Okweseka	Uhlelo Lwebhizinisi Lwe-HIV/AIDS Lokunakekelwa Ekhaya/Emphakathini	
			Imibiko yesigamu yeifundazwe (HCBC Amaqembu Okweseka)	
			Umbiko Ngabantwana kanye Nemindeni Abahaqwe nabathintekayo kwi-HIV/AIDS: Okthoba 2000	
			Uhlelo Lwebhizinisi Lokwesekwa Kwabantu Emakhaya/Emphakathini 2002/2003	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Izinsizakalo Zabantwana Kwi-HIV/AIDS : Uhla Lwezinhlangano eNingizimu Afrika	
			Imibiko Yezigamu Yeyunithi	
			Imihlahlandlela ekusungulweni kanye nasekuphathweni kwamaqembu okweseka abantwana kanye nabantu abadala	
			Uhla lwamaprojekthi ama-NGO axhasiwe	
			Imihlahlandlela ngokweseka ngokomqondo abantwana abaphila ne-HIV kanye nezinye izifo ezingelapheki	
			Imihlahlandlela yokweseka ngokomqondo abantu abadala abaphila ne-HIV nezinye izimo ezingelapheki	
			Ikharkhulamu Yokuvikelwa Kwabantwana	
			Ukwesekwa Kokweluswa Konompilo	
			Ukucwaningwa Kukazwelonke Kwezikhungo Zokunakekelwa Emakhaya Ezibhalisiwe Nezingabhalisiwe (HCBC) kanye Nohlelo Lokwesekela	
			Inqubomgomo Ewuhlaka kanye Nohlelo Lokusebenza Lukazwelonke lwe-OVC	
			Uhlelo Lwentuthuko Edibene Lweminyango Kahulumeni (IDC)	
			Ukubheka Okudibene kanye Nokubuyekeza Uhlelo Lokunakekelwa Ekhaya (HCBC) kanye Nebhukwana Lohlelo Lokweseka	
			Ipheshana mayelana Nokunakekelwa Ekhaya kanye Nasempakathini (HCBC) kanye Nohlelo Lokweseka	
	2.3 Ukuqeqeshwa Kwezinhlanga no Ezingenzi Nzuzo & Ukubambisana	2.3.1 Isikhungo Sokubhalisa & Nokwenza Okufanele		
3. IZINSIZAKALO ZEZENHLALAKA HLE	3.1 Ukushintsha Izinsizakalo Zenhlalakahle			



Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Irejista Yokuvikelwa Kwabantwana	
			Umthetho (Imithethosivivinywa & Imithetho)	
			Izinqubomgomo & Amacebo	
			Izinhlelo Ezinkulu & Nokumele Kwenziwe	
			Izinhlelo	
		3.1.1 Izimiso Zokuhlinzeka Ngezinsizakalo	Iphepha Elimhlophe Lendlela Yokuthuthukiswa Kwezenhlalakahle Yabantu Edidiyelwe (ISDM)	
			Izindlela Ezivamile kanye Nezinkambo Zezinsizakalo Zenhlalakahle	
			Uhlaka Lwezinsizakalo Zezenhlalakahle Yomphakathi	
			Izinhlelo Zokungenelela Ezivamile Zezinsizakalo Zezenhlalakahle	
			Amacebo Ezemisebenzi Amacebo Ezemisebenzi	
			Ukuqashwa kanye Nokugcinwa Kosonhlalakahle	
			Uhlaka Lokwengamela Umsebenzi Wosonhlalakahle	
			Ibhukwana lokuthengisa Umsebenzi Wokwelekelela Osonhlalakahle	
			Uhlelo lukazwelonke ngohlelo lwemifundaze	
			Umbiko wokugcina wokuhlaziya izimo zokusebenza zosonhlalakahle	
		3.1.2. Ukuphathwa Kokuhlinzeka Ngezinsizakao Zomphakathi & Ukwesekwa		
			Amarekhodi amacala asuke eduliswe osozonhlalakahle	Ayisifuba
			Irekhodi elikwi-DVD lomcimbi Wosuku Losonhlalakahle	
			UMthetho Wemisebenzi Yokusiza Umphakathi ongu No. 110 ka 1978	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
		3.1.3 Ukunakekela & Ukweseka Abantu Abadala	Amathuluzi Okusebenza: Uhlelo Lwamaqhinga. Umbiko Wokuqhubeka Kwezinto mayelana nebhizinisi. Uhlaka Lokuhlola Izinga Lezinsizakalo Isivumelwano/MOU noma Inkontileka Izindlela Zokubiza Eziyisisekelo Uhlelo Lokwenza izinto eNingizimu Afrika mayelana Nohlelo Lokubhekela Izaguga	
			Inqubomgomo yaseNingizimu Afrika Ngabantu Abadala 2005	
			Iphrothokholi ekulawuleni ukuhlukunyezwa kwabantu abadala	
			Imihlahlandlela yezinsizakalo zababuthaka	
			UMthetho Wabantu Abadala onguNo. 13 ka 2006	
			Irejista Kazwelonke Yokuhlukunyezwa Kwezaguga	Ayisifuba
			Irejista Yonompilo	
			Umbono we-UN ngamalungelo abantu abadala	
			Iphepha lezindaba Lesigungu SaseNingizimu Afrika Sabantu Abadala (SAOPNF)	
		3.1.4 Imindeni	Uhlaka Lwamagugu Amahle	
			Ibhukwana Lemindeni Esezinkingeni	
			Ibhukwana Ngezinsizakalo Zokugcina Imindeni	
			Ibhukwana Ngokulungiselela Umshado kanye Nokuqhuba Umshado	
			Inqolobane Yezinsizakalo Emindenini	
			Uhlelo LoMnyango Wokuthuthukiswa Komphakathi Ngezinsizakalo Ezibhekiswe Emindenini	
			Ibhukwana Ngezinsizakalo Zemindenini	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Epezulu
		3.1.5 Izinsizakalo Kubantu Abaphila Nokukhubazeka	IMIBIKO YOCWANINGO Ukucwaningwa kwezindawo zokuhlala abantwana nabantu abadala abaphila nokukhubazeka Inqubomgomo Kwintuthuko Yomphakathi nezinsizakalo kubantu abaphila nokukhubazeka nehambisana Nesivumelwano se-UN Okungamacebo Ezinsizakalo Eziditshaniwe kubantwana abaphila nokukhubazeka	
			IZINQUBOMGOMO Inqubomgomo Ngokukhubazeka Imihlahlandlela Yenqubomgomo Ngezindawo Zokuhlala  Imihlahlandlela Yenqubomgomo Ngokuphathwa Nokushintshwa Kwezithangami Zokuvikela Imihlahlangendlela Ngezinqubomgomo Ekuhlonyeleliseni kanye Nezinsizakalo Ezigxile Emphakathini Kubantu Abaphila Nokukhubazeka Amazinga aphantsi Ngezindawo Zokuhlala Icebo lakwa-HR Ngokukhubazeka	
			AMABHUKWANA OKUQEQUESA Ibhukwana Lokuqeqesha Nokwenza – Inqubomgomo Ngokukhubazeka Ibhukwana Lokuqeqesha Nokwenza – Amazinga Aphantsi Ngezindawo Zokuhlala Ibhukwana Lokuqeqesha Ngokuphathwa Nokulawulwa Kwezithangami Zokuvikela	
			AMAZINGA APHANSI	
			AMACEBO / IMIHLAHLANDLELELA	
			AMAPHESHANA /AMABHUKWANA / AMAPHESHANA OLWAZI ikhadi kanye Nohlu Lwezinsizakalo	
			IMIBIKO / IPHEPHA LOMQONDO	
			Izinto ezicacisiwe ngentuthuko ebhekiswe kubantu abaphila nokukhubazeka kwenziwa ngama-NGOs	
	3.2 Abantwana		uMthetho Wabantwana (uMthetho onguNo. 38 ka 2005)	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Uhlaka lwenqubomgomo kanye nohlelo lwamacebo ngokuvikelwa kanye nokulawulwa kokuhlukunyezwa kwabantwana, ukunganakwa kwabo kanye nokuxhashazwa kwabo	
			Irejista Kazwelonke Yokuphisana Ngabantwana	
			Imihlahlandlela Ngezinsizakalo Zokuthuthukiswa Komntwana Esemncane	
		3.2.1 Ukuvikelwa Kwabantwana		
			Irejista Yokuvelwa Kwabantwana	
			Ukugadwa Komntwana Ngabazali Abangamzali	
			Ukuvikelwa Kwabantwana	
		3.2.2 Ukuphisana Ngabantwana & Izinsizakalo Zenhlalo Zamazwe Omhlaba		
			Amabhuku: Ukuphisana Ngomntwana	
			Icebo Nenqubomgomo Yokuphisana Ngabantwana	
		3.2.3 Izintandane & Nabantwana Ababuthaka		
			Amacebo kanye nemihlahlandlela kwabantwana abahlala nabasebenza emigwaqeni	
			Imihlahlandlela Kazwelonke ngezinsizakalo Kumakhaya Aphethwe Ngabantwana	
			Ibhukwana: Ngezinsizakalo kubantwana abahlala futhi basebenze emigwaqeni Izinsizakalo kwimizi ephethwe ngabantwana	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
	3.3 Ukuvikela Ubugebengu Emphakathini & Ukusetshenziswa Kwezidakamizwa			
		3.3.1 Isikhungo Esilwa Nokusetshenziswa Kwezidakamizwa		
			Amazinga aphantsi kwizikhungo ezelapha zilalise noma zidedele iziguli ngaleso sikhathi	
			Indlela Yokunakekela Intsha	
			Uhlaka Lohlelo Olukhulu Lwezidakamizwa 2012-2016	
			UMthetho Wokuvimbela kanye Nokudambisa Ukusetshenziswa Kwezidakamizwa, uMthetho onguNo. 70 ka 2008	
			Uhla lwezindawo eziyizinsizakalo ngokusetshenziswa kwezidakamizwa	
			Amacebo Ayisu le-CDA	
			Umbiko wonyaka we-CDA 2004/5, 2005/06, 2009/10 kanye noka 2010/11	
			Amabhukwana/Amapheshana/Izinc wajana ama-Z-CARDS Ngolwazi lweKemoja lapho sithi Yithi CHA Ezidakamizweni khona	
			Uhlelo Lokusebenza Ukulwa Nokusetshenziswa Kwezidakamizwa	
			Izihloko eziningi mayelana nomphakathi kanye nentuthuko olukwikhompyutha	
			Imibhalo eshicilelwe / izinto ezikhishwe ngokusemthethweni ngezindaba ezithinta umphakathi	
			UMthetho Oluhlaka Wokuvikela kanye Nokwelapha Ukusetshenziswa Kwezidakamizwa	
			Ukuvikela Ukusetshenziswa Kwezidakamizwa	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Izindlela Eziyisibonelo Kubantu Abadala	
			Indlela eyisibonelo ngezinsizakalo ezigxile emphakathini	
			Indlela Yokuhlanganisa Nangemuva Kokunakekelwa	
			Umkhankaso wokuqwashisa weKe-Moja	
			Ithuluzi lokubheka nokulandelela ukusetshenziswa kwezidakamizwa	
			Uhlaka lwensangu Iphepha Elime Ndawana Thile LaseNingizimu Afrika	
		3.3.2 Uhlelo Lokunika Amandla Izisulu Zokuhlukunyezwa	Inqubomgomo ye-VEP	
			Umqulu Wezisulu Zokuhlukunyezwa	
			Iphepha Lamaqiniso nge-VEP	
			UMthetho Wodlame Lwasekhaya	
			Uhlaka lwenqubomgomo kanye necebo lwezindawo zokukhoselisa izisulu zodlame lwasekhaya eNingizimu Afrika	
			Amaqhawe Ansuku Zonke	
			Ibhukwana ngokwakhiwa kweKhuseleka one stop centre model Ibhukwana lendawo enakho konke	
			Amazinga aphantsi okuletha intuthuko yokunika amandla izisulu (izisulu zobugebengu kanye nodlame)	
			Uhla lwezinsizakalo zezisulu zodlame	
		3.3.3 Ukuvikela Ubugengu Emphakathini		
			Izindlela eziphansi zokufakwa ohlelweni lokuhlonyeleliswa isimilo	
			Icebo Lomphakathi Elihlangene Lokuvikela Ubugebengu Sept 201 1	
			Izikhungo Zokwamukela Nokuhlola kanye Nokwedlulisa (RAR)	
			Inqubomgomo Kazwelonke	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Imihlahlandlela Ngokuphathwa Kohlelo Olugxile Ekhaya 2009	
			Imibandlela Ephansi kanye Nezindlela Ezingalindelwa Ngezindawo Eziphephile eNingizimu Afrika Agasti 2010	
			Uhlaka Lwenqubomgomo Ngokuphasiswa Kwezinhlaka Zokufakwa Kwabantu Abasha Ohlelweni Lokubazwela Uma Bephambene Nomthetho eNingizimu Afrika Meyi 2010	
			Imihlahlandlela Kazwelonke Kumakoti Okubuyekeza Umbiko Ngaphambi Kokugwetshwa (PSEC) Mashi 201 1	
			Imihlahlandlela Kosonhlalakahle, Abasizi Babo, Abasebenzi Babantu Abasha, Abasebenzi Abangabanakekeli Kubantwana Abenza Okuphambene Nomthetho	
			Umqulu Kazwelonke Onezinsiza	
4. ISIKHULU ESIPHETHE EZOKUPHATHA				
	4.1 Amaprojekthi Ayisipesheli			
		4.1.1 Ukuhlanganisa Amacebo		
		4.1.2 Ukubambisana Kwezikhungo & Nokunika Amandla		
	4.2 Ukubheka & Ukukala			
		4.2.1 Ukubheka Ukulethwa Kwentuthuko		
			Umbiko Wonyaka 2010/201 1	
			Imibiko Yesigama Yokusetshenzwa Komsebenzi	
			Imibiko ngohlelo oluzokwenziwa	
			Imibiko Enqala Eyizibalo Ekusizakalani Kwabahlwempu	
			Imibiko Enqala Eyizibalo Kumaqembu Abuthaka	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
		4.2.2 Ukuhlaziywa Kolwazi Okunzulu & Ukubheka		
			Imibiko Eyidatha Okungesiyona Eyezimali 201 1/12	
			Imibiko Yokuhlola Izingabunjalo	
		4.2.3 Ukuhlola Imithelela Yokubambisana	Imibiko Yokubuyekeza	
	4.3 Icebo, Ukuhlela, Ukuthuthuka kanye Nokwenza Ngcono Ibhizinisi &			
		4.3.1 Icebo Ukuhlela kanye Nokuphatha	Imibiko ngobungako bezindaba zomphakathi nentuthuko kuhlanganisa ne- HIV/AIDS	
			Imibiko Yonyaka eyenziwe yiMinyango eyahlukene kahulumeni	
			Amaphepha ezindaba eMinyango kahulumeni	
			Izincwajana ezikhuluma nge- HIV/AIDS kanye nomphakathi ohlobene nalokho & izindaba zentuthuko	
			Izinto ezishicilelwe ngocwaningo kanye nemibiko ngomphakathi & izindaba zentuthuko ekhiqizwe yi- HSRC, MRC, DBSA, amayunivesithi, njll.	
			Imibiko Yesimo Somphakathi waseNingizimu Afrika	
			Imibiko yesigamu sonyaka yokuqhubeka nokungeye-CDPD	
			Amadokhumenti eminyaka ezabiwomali (IVoti 1 8 & 19)	
			Izinkuluma kanye Namaphepha	
			Imidwebo/ izimo ezichaza ukuma kwe-CDPD kanye ne-DSD	
			Amacebo Angamaqhinga oMinyango	
			Amacebo Angamaqhinga Eminyaka Emihlanu e-CDPD	



Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayimfihlo Ephezulu
			Amapulani Amabhizinisi & Amaprojekthi kusukela ngalesi sikhathi: 1999/2000	
			Uxhaxha lwezindaba eziphambili ezimayelana nomphakathi kanye nentuthuko ezikumakhompyutha	
			Imibhalo ephrintiwe/ izinto ezikhululwe ngokusemthethweni ezikhuluma ngomphakathi	
		4.3.2 Iphuzu Lokunaka Ezobulili		
			Ukunikwa Amandla Kwabesifazane yi-DSD kanye Nenqubomgomo Yokulingana Ngokobulili	
			Imihlahlandlela Yokuqondisa Ezokumeleleka Ngokobulili	
			GFP – Amaphepha Aqukethe Imininingwane Ethile	
			Izinhlaka Zesifunda & Ezakwamanye Amazwe ezisebenzisanayo ne-DSD	
	4.4 Umphakathi & Nentuthukot			

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			<p>OKOMPHAKATHI NOKUTHUTHUKA KWAWO</p> <p>Ibhuku elibheka isikhathi esiyiminyaka eyishumi okubhekwe kuyo</p> <p>Icebo Lenqubomgomo Yomphakathi Mayelana Nompakathi Nentuthuko 2004 – Umbiko wango 2009 we-SAMCP+D Wenkomfa YoNgqongqoshe baseNingizimu ne-Afrika okhuluma Ngomphakathi Nentuthuko</p> <p>Ibhukwana le-SAMCP+D Elithi sibheke ukubuyekeza kweminyaka eyishumi Umbiko ngesimo somphakathi waseNingizimu Afrika wango 2000 Umbiko oyibhukwana ongesimo somphakathi waseNingizimu Afrika wango 2000</p> <p>Ibhukwana Elikhuluma Ngomphakathi kanye Nentuthuko Kwimileniyamu Entsha Umbiko weze Ngenkomfa Yomhlaba ekhuluma Ngomphakathi Nentuthuko + 10 (ICPD+10 imibiko yezwe)</p> <p>Ukuhlaziwa okuqhathanisayo kwangokubalwa kwabantu kwango-1996 nokwango-2001 – ukubheka labo ababathuka kanye namaqembu athile ayisipesheli aqondiwe</p> <p>Ukugxila Emphakathini kanye Nakwintuthuko 2004 (Sunday Independent)</p> <p>Umpakathi kanye Nokulingana Ngokobulili eNingizimu Afrika IRephablikihi yaseNingizimu Afrika: Izibalo kanye Nokubuyekeza Kokubalwa</p> <p>Umbiko WaseNingizimu ne-Afrika wango-1994 - 2004 Ngomphakathi kanye nokubambisana kwintuthuko Isithombe esibanzi ngesimo samanje somphakathi waseNingizimu Afrika</p> <p>Umbiko we-SADC</p>	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			<p>IZINTO EZIMAYELANA NE-HIV/AIDS</p> <p>Umphakathi, i-HIV/AIDS kanye Nentuthuko: Idokhumenti eyisizinda (incwadi eluhlaza okwesibhakabhaka) Umphakathi, i-HIV/AIDS kanye Nentuthuko: incwajana ewumthombo (incwadi encane eluhlaza okwesibhakabhaka)</p> <p>Izindaba ezikhuluma nge-HIV/AIDS eNingizimu Afrika umqulu 1</p> <p>Ukubhala Ngezindaba ezithinta i-HIV/AIDS eNingizimu Afrika umqulu volume 2</p> <p>Isigungu se-HIV/AIDS (cedpa book)</p> <p>Ukunconywa kwamaprojekthi okunakekelwa</p> <p>ekhaya/emphakathini eNingizimu Afrika 2002-2003 Izindaba ezikhuluma nge-HIV/AIDS eNingizimu Afrika umqulu 3</p>	
			<p>IZINTO EZIKUMACWECWE AMA-CD</p> <p>Inqubomgomo Yomphakathi eNingizimu Afrika</p> <p>Umphakathi &amp; Nentsha Yentuthuko</p> <p>Inkomfa Yomphakathi Ehlangene 2003</p> <p>Inkomfa Yomphakathi Ehlangene 2004</p> <p>Inkomfa Yomphakathi Ehlangene 2005</p> <p>Ukuqinisa uhulumeni wasekhaya kanye nezindlela umphakathi obona ngayo ubhubhane lwe-HIV/AIDS eNingizimu Afrika</p>	
			<p>AMAPHESHANA</p> <p>Izinsizakalo ezihlinzekwa wuPhiko: Umphakathi kanye</p> <p>Nokuthuthukiswa Kocwaningo</p> <p>Izifundo zokuqeqesha ngomphakathi, imvelo kanye nomunxa wentuthuko Ukwakhiwa okunqala kwezifundo ze-HIV/AIDS kubahleli bakahulumeni</p> <p>Ipheshana lokuqeqesha le-APSTAR Amapheshana mayena nemisebenzi yamayunithi omphakathi</p> <p>AMA-BOOKMARKS</p> <p>Inqubomgomo Yomphakathi eNingizimu Afrika (ngamfuphi)</p> <p>Ulwazi ngezinsizakalo zomphakathi nokuthuthuka</p>	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
5. INQUBOMGOMO YOMPHAKATHI				
	5.1 Ezomnotho Ekuvikeleni Umphakathi			
		5.1.1 Ezomnotho Ekuvikeleni Umphakathi: Ukuvikeleka Komphakathi		
		5.1.2 Ezomnotho Ekuvikeleni Umphakathi: Intuthuko Editshanisiwe		
		5.1.3 Ukuhlela Inqubomgomo Yomphakathi & Nokubambisana		
		5.1.4 Ukucwaninga Ngenqubomgomo Yomphakathi & Nokubambisana		
6. EZEZIMALI	6.1 Ukuhlela Ezezimali & Nokubheka	6.1.1 Ibhajethi, Ukuhlela & Nokubheka	Ukubuyekwezwa Kwebhajethi Ngonyaka / uSikhwama Kazwelonke	
			Ukuqagela Ngokusetshenziswa Kwezimali Kuzwelonke / uSikhwama Kazwelonke	
			Izimali Zokuvale Izikhala / uSikhwama Kazwelonke	
			Ukubika Ngokusetshenziswa Kwezimali Zinyanga Zonke / uSikhwama Kazwelonke	
			Ukubuyekwezwa Kwezimali Konyaka / uSikhwama Kazwelonke	
			Ushicilelo Lwesigamu Lwesigaba 32 Ngokusetshenziswa Kwezimali Ezikhishwa Ngaphansi Kwemibandela Ethile / uSikhwama Kazwelonke	
			UMthetho Wokuphathwa Kwezimali Zomphakathi	
			Imithetho KasiKhwama (njengalokhu ichtshiyelwe)	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
7. IZINSIZAKALO EZIDIDIYELWE	7.1 Isikhulu Esihlinzeka Ngolwazi	7.1.1 Ukuphatha Ulwazi	Uhlelo Lwetheknoloji Kahulumeni Emahhovisi Emikhandlu	
			Amadokhumenti Enqubomgomo Yokuphatha Ulwazi	
			Icebo Lokuphatha Ulwazi	
			Abaphathi	
			Idokhumenti Yokuxhumana Nezifundazwe	
			Imibiko	
			Okuqondene NoMnyango	
			Izinto Zezinkomfa Ezisemtapeni Wolwazi	
			Izincwadi	
			Amajenali	
			Uhla lwezinqubo zezingcingo	
			Amabalazwe emigwaqo	
			Iphepha Lasemtapeni wolwazi	
		7.1.2 Ezobuchwephe she	Inqubomgomo Yokuphepha Kolwazi	
		7.1.3 Ukuthuthukiswa Kwezinhlaka	Amakhasi Ewebhu Kwi-Intanethi - HIV/Aids <a href="http://population.pwv.gov.za/aidshiv/hiv/index2.htm">http://population.pwv.gov.za/aidshiv/hiv/index2.htm</a>	
			Izinhlangotho Ezingenzi Nzuzo <a href="http://socdev/Projects/NPO/index.htm">http://socdev/Projects/NPO/index.htm</a>	
			I-Intanethi – Isikhungo Esiyizinda Sokulwa Nezidakamizwa : <a href="http://www.cda.gov.za">http://www.cda.gov.za</a>	
			Amakhasi Ewebhu Kwi-Intanethi – Umphakathi kanye Nentuthuko <a href="http://population.pwv.gov.za">http://population.pwv.gov.za</a>	
	7.2 Ukuphathwa Kwabantu	7.2.1 Ukuphathwa Kwabantu	Izinqubomgomo zakwa-HR	
			UMthetho Wokusebenza Kuhulumeni	
			UMthetho Wokuqasha Ngokulingana	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayimfihlo Ephezulu
			UMthetho Wezimo Ezinqala Zokuqashwa	
			Imithetho Elawula Ukusebenza Kukahulumeni	
			Inqubomgomo kanye Nohlelo lwe-HIV/AIDS Emsebenzini	
			Umbiko Wenqubekelaphambili Wesigamu Ngohlelo lwe-HIV/AIDS Emsebenzini	
		7.2.2 Ubudlelwano Nabasebenzi		
			Izivumelwano Zikawonkewonke ze-PSCBC	
			Izivumelwano Zikawonkewonke ze-PHSDSBC	
			Ikhodi Yokuqondiswa Izigwegwe	
			Imihlahlandlela Yokuqondiswa Izigwegwe	
			Izinqubo Ezivamile Zokusebenza	
			Imihlahlandlela Yokufaka Izikhalazo	
			Ukulawula Ukwenziwa Komsebenzi kanye Nohlelo Lokuthuthuka	
			Ukuqeqesha, Ukufunda kanye nokuthuthuka	
			Uhlelo lokusebenza lonyaka lwakwa-HRD	
			UMthetho Wokuthuthukiswa Kwamakhono	
			Uhlelo Lwamakhono Emsebenzini	
			Uhlelo Lwe-Human Resource Eminyangweni Kahulumeni	
			Izinqubomgomo ze-HRD ezifana nalezi: Inqubomgomo Yemifundaze, Neyama-Internship	
			Umbiko Wokuqeqesha We-Public service Education Training Authority (I-PSETA)	
			Ikharikhulumu Yokuvikeleka Komphakathi	
			Izinhlelo Zokuqeqeshwa	
			Imibiko Yokwenyuselwa Izimali kanye Nokuklonyeliswa	Ayisifuba
			Inqubomgomo Yohlaka Lokunikwa Imiklomelo	

Uhlelo	Uphiko Olukhulu	Uphiko	Amarekhodi	Ukuchazwa kwawo Ayisifuba/Ayimfihlo/Ayi mfihlo Ephezulu
			Isahluko 4 sebhuku lama-SMS njengalokhu sichitshiyelwe	
		7.2.3 Ukuhleleka Kwenhlangano	Uhlelo Lwebhizinisi lwakwa-HR	
			Isakhiwo SoMnyango kanye Nokuhleleka Kwawo	
			Uhlelo Lokuqasha Ngokulingana	Anomkhawulo
			Umbiko Wokuqasha Ngokulingana	
			Umbhalo Wokumeleleka KoMnyango	
			Umbiko Wonyanga we-HRM ngokwembindela Yemithetho Kahulumeni	
			Imibiko Yokuqasha Ngokulingana 2000,2001,2002	
			Imibiko Yokubuyekeza Umsebenzi	
			Uhlaka Oluphezulu LoMnyango	
			Ukwakheka KoMnyango	
			Inqubomgomo yokubuyekeza umsebenzi kanye nokuhleleka kwawo	
			Uhlelo lwakwa-HR & Umbiko Wokuqhubeka	
			Ibhukwana le-SMS mayelana nokuhlela indlela yokuphila eya Kubeluleki Abayisipesheli	

ii. Isicelo sokufinyelela kumarekhodi ngokwemibandela Yesigaba 14

Lawa marekhodi alandelayo ehlukaniswe ngokwezigaba ezinkulu, nokuyilezi: Aqondene Nezomthetho, Ezezimali, Ezokuhlela kanye Nokulawula, Ezakwandabazabantu kanye Namamithi nokunye (Amarekhodi okusebenza) kanti asengacelwa futhi nawo.

Aqondene Nezomthetho

Umthetho

Imibono Yabezomthetho

Izinkontileka kanye Nezivumelwano

Aqondene Nezezimali

Amabhajethi

Izitatimende

Ama-invoyisi

Amarekhodi okucwaningwa kwamabhuku (isib. amapulani omsebenzi, amaphepha okusebenza, kanye nemibiko yokucwaningwa kwamabhuku kwangaphakathi)

Amapulani Amabhizinisi

Amadokhumenti Amathenda (kuhlanganisa Izinqubo kanye Nezimiso Ezivamile Zebhodi Kahulumeni Yamathenda)

Ukuthenga: Uhla lwabahlinzeki ngezinsizakalo ezithile; Inqubomgomo Yokukhetha

Okuthengwayo

Izincazelo zokusetshenziswa kwezimali

Imibiko yezimali

Ukuhleleka & Nokulawula

Imihlangano (Amaminithi, njll.)

Okufakiwe

Amapulani

Ezokuphepha

Ukuphathwa Kolwazi (Amadokhumenti enqubomgomo, Amadokhumenti okuphatha, Amadokhumenti okulawula, Amadokhumenti ohla lwesifundazwe, njll.)

Izindlela kanye nezimiso

Amarekhodi Ngezetheknoloji

Awakwandabazabantu

Amafayela Abasebenzi

Izivumelwano Zokusebenza

Uhlelo Lwamakhono Asemsebenzini

Imibiko Yokuqeqeshwa

Imibiko Ye-PMDS

I-ajenda & Amaminithi

Ikomidi Elengeziwe (EXCO)

I-MANCO

Izinhloko Zezinsizakalo Zomphakathi

Inkundla Yenqubomgomo



Okunye (Amadokhumenti Okusebenza)  
Amafayela Amaprojekthi  
Ulwazi ngamaprojekthi axhasiwe  
Imibuzo Nezimpendulo KwasePhalamende  
Imibono ye-MTEF  
Ucwaningo lwe-SACENDU  
Uphenyo ezikhungweni zokwelapha  
Ukuxhaswa kwe-SANCA kanye nabanye  
Amaprojekthi asahlolwa  
Ukubhalelana Mayelana Nobugebengu Emphakathini  
Ukuvikela Nokuthuthukiswa Kwabantu Abasha  
Ukwelulwa kwemali eyisibonelelo sabantwana  
Idokhumenti Yezikhulu Zokuphepha Komphakathi  
Ulwazi oluthile oluqondene nabahlomulayo eMnyangweni maqondana nezimo zabo ezithile.

## F. INQUBO YOKUFAKA ISICELO

Umfakisiselo kufanele agcwalise IFOMU A futhi alithumele ekheleni Lesikhulu Esihlinzeka Ngolwazi. Umfakisiselo kufanele akubhale kucace lokhu okulandelayo KUFOMU A:

Indlela afisa ukufinyelela ngayo kwirekhodi lelo alidingayo

Asho ikheli lakhe leposi noma inombolo yakhe yefekisi kwalapha eNingizimu Afrika, noma ikheli le-imeyili

Aveze nelungelo afisa ukulisebenzisa noma ukulivikela futhi anikeze incazelo yokuthi kungani irekhodi lidingelwa leyo nhloso na

Aveze indlela yempendulo ayilindele kwisicelo sakhe ngaphandle kwempendulo ebhaliwe, asho ukuthi ukhetha ukuthi aphendulwe kanjani, bese enikeza neminingwane yalokho efanele

Anikeze nobufakazi besikhundla acela ngaso irekhodi lelo, uma kuwukuthi irekhodi ulicelela omunye umuntu oseceleni.

Uma umfakisiselo engazi kahle ukuthi ngabe lelo rekhodi alidingayo likuphi futhi engakwazi ukulichaza kahle, uyacelwa ukuba axhumane Nesekela Lesikhulu Esihlinzeka Ngolwazi lona eliyobe selimsiza ukuhlonza lelo rekhodi alidingayo.

Izicelo ezenziwa ngocingo:

UMthetho awunankinga ngezicelo ezenziwa ngocingo. Umuntu nje phaqa ongakwazi ukufunda nokubhala noma onokukhubazeka okuthile, engakwazi ukwenza isicelo ngocingo asibhekise Kwisikhulu Esihlinzeka Ngolwazi/Kwisekela Lesikhulu Esihlinzeka Ngolwazi esebenzisa inombolo yocingo ekhona kuwona kanye lo mqulu. Isikhulu Esihlinzeka Ngolwazi/Isekela Lesikhulu Esihlinzeka Ngolwazi liyobe seligcwalisa ifomu egameni lalowo ofake isicelo ngocingo bese lowo ofake isicelo anikwe lelo fomu eliyobe seligcwalisiwe.

Izindlela zangaphakathi zokwedlulisa ukwenqatshwa kwesicelo sokufinyelela olwazini oluthile

Uma kwenzeka ukuthi ngemuva kokuhambisana nazo zonke izidingo ezikhona neziyinqubo yokucela ukufinyelela olwazini ezishiwo ngenhla:

Bese kutholakala ukuthi Isikhulu Esihlinzeka Ngolwazi siyengqaba ukuthi umuntu lowo ofaka isicelo anikezwe lokho akucelayo; futhi lowo onqatshelwe abe nakho ukuthi lokho kwenqaba akunasisekelo ngokoMthetho, umfakisiselo engakwazi ukwedlulisa lokho kwenqaba Kwesikhulu Esihlinzeka Ngolwazi phambili asedlulisele kuNgqongqoshe Wezokuthuthukiswa Komphakathi.

Uma umfakisiselo edlulisele udaba lwakhe ngaphakathi eMnyangweni, kuyofanele ukuthi agcwalise ifomu elifanele (Ifomu B):

- (i) zingakapheli izinsuku ezingama-60;
- (ii) uma isaziso esibheke komunye umuntu wesithathu sidingeka ngokwemibandela yesigaba 49(1)(b), zingakapheli izinsuku ezingama-30 ngemuva kokuba isaziso sinikwe lowo owedlulisa ukwenqatshwa kwesicelo noma, uma isaziso singadingeki, kube ngemuva kokuba kuthathwe isinqumo lesi;

Ifomu kufanele ukuthi lihanjiswe noma lithunyelwe Kwisikhulu Esihlinzeka Ngolwazi sesikhungo somphakathi lesi okungabe kukhulunywa ngaso, liqondiswe ekhelini laso isikhulu lesi, kwinqombolo yaso yefekisi noma kwikheli laso le-imeyili;  
Kufanele futhi kucaciswe kwisihloko ukuthi lokho kuwukwedlulisa ukungaphumeleli kwesicelo kwangaphakathi futhi zibekwe nezizathu zokuthi kungani kwedluliswa lesi sinqumo futhi umfakisicelo angafaka noma ngabe yimiphi eminye imininingwane ayaziyo yena ngalesi sikhathi;

Uma umfakisisicelo engenelisekile ngesinqumo Sesikhulu Esihlinzeka Ngolwazi njengalokhu kushiwo kunombolo iv ngenhla, lapho-ke umfakisisicelo usuke esengalwedlulisela kuNgqongqoshe Wezokuthuthukiswa Komphakathi udaba lwakhe; Umfakisisicelo unelungelo futhi lokuledlulisela enkantolo yomthetho udaba lwakhe uma engenelisekile ngesinqumo esithathwe nguNgqongqoshe Wezokuthuthukiswa Komphakathi ngodaba lwakhe; Uma-ke kodwa futhi umfakisisicelo engakwenzi lokho kuze kuphele izinsuku ezingama-30 ngemuva kwesinqumo, isinqumo sikaNgqongqoshe Wezokuthuthukiswa Komphakathi kuyoba yisona sinqumo okuyofanele ukuthi silandelwe futhi sihlonishwe.

## G. AMAFOMU

### (i) IFOMU A

J750



## IRIPHABHLIKHI YASENINGIZIMU AFRIKA

### IFOMU A

ISICELO SOKUFINYELELA KWIREKHODI YESIKHUNGO SOMPHAKATHI  
(Isigaba se-18(1) soMthetho Wokukhuthaza Ukufinyelela Olwazini ka 2000))  
[uMtheshwana 6]

#### KUQONDENE NOMNYANGOE

Inombolo yereferensi: .....

Isicelo samukelwe ngu

.....  
(yisho isikhundla, igama kanye nesibongo sesikhulu esihlinzeka ngolwazi/isekela  
lesikhulu esihlenzeka ngolwazi mhlaka ..... (usuku)

e .....

..... (indawo).

Imali yesicelo (uma ikhona): R .....

Idiphozithi (uma ikhona): R .....

Imali yokufinyelela: R .....

.....  
ISIGNESHA YESIKHULU ESIHLENZEKA NGOLWAZI/YESEKELA LESIKHULU  
ESIHLINZEKA NGOLWAZI

### A. Iminingwane yesikhungo somphakathi

Isikhulu Esihlinzeka Ngolwazi/Isekela Lesikhulu Esihlinzeka Ngolwazi:

Isikhulu Esihlinzeka Ngolwazi  
UMnyango Wokuthuthukiswa Komphakathi  
Private Bag x901  
PRETORIA  
0001

**B. Imininingwane yomuntu ocela ukufinyelela kwirekhodi**

- (a) Imininingwane yomuntu ocela ukufinyelela kwirekhodi kufanele ihlinzekwe lapha ngezansi.
- (b) Nikeza ikheli kanye/noma inombolo yefekisi eRiphabhlikhi ulwazi lapho ulwazi kufanele luthunyelwe khona.
- (c) Ubufakazi besikhundla isicelo esenziwa ngaphansi kwaso, uma kunjalo, kufanele buhambisane nesicelo.

Amagama agcwele .....  
kanye nesibongo: .....  
Inombolo kamazisi:  
Ikheli .....  
Ieposi: .....  
Inombolo (.....) ..... Inombolo (.....)  
yocingo: ..... yefekisi: .....  
Ikheli le- .....  
imeyili: .....  
Isikhundla isicelo esenziwa ngaphansi kwaso, uma senziwa egameni lomunye umuntu:

**C. Imininingwane yomuntu ofakelwa isicelo**

Lesi sigaba kufanele sigwaliswe KUPHELA uma isicelo solwazi senziwa egameni lomunye umuntu.

Amagama aphelele .....  
kanye nesibongo: .....  
Inombolo kamazisi:

## D. Imininingwane yerekhodi

- (a) Hlinzeka ngemininingwane egcwele yerekhodi okucelwa ukufinyelelwa kulo, kuhlenganisa nenombolo yereferensi uma uyazi, ukuze irekhodi likwazi ukuthi litholakale.
- (b) Uma indawo ehlinzekiwe ingenele, uyacelwa ukuba ubhale ephepheni eliseceleni bese ulinamathisela kuleli fomu. Umfakisicelo kufanele awasayine wonke amanye amaphepha aseceleni okwengeza.

1. Ukuchazwa kwerekhodi noma ingxenye ebalulekile yerekhodi:

.....

.....

2. Inombolo yereferensi, uma ikhona:

.....

.....

3. Noma yimiphi eminye futhi imininingwane yerekhodi:

.....

.....

.....

.....

## E. Izimali ezikhokhwayo

- (a) Isicelo sokufinyelela kwirekhodi, ngaphandle kwerekhodi eliqukethe ulwazi oluqendene nawe ngqo, siyokwenziwa kuphela ngemuva kokuba imali yesicelo isikhokhiwe.
- (b) Uyokwaziswa ngenani lemali elidingeka ukuba likhokhwe njengemali yesicelo.
- (c) Imali ekhokhwayo ukufinyelela kwirekhodi yencike kwindlela ukufinyelela lokho okufiswa ngayo kanye nesikhathi esiphusile sokusesha kanye nokulungisa irekhodi.
- (d) Uma wena ufaneleka ukuthi ungakhokhiswa zimali ngokucela ukufinyelela kwirekhodi elithile, uyacela ukuba usho isizathu sokufaneleka kwakho ngalokho kungakhokhiswa kwakho.

Isizathu sokungakhokhiswa izimali zokucela irekhodi:

.....

.....

.....

.....



F. Indlela yokufinyelela kwirekhodi

Uma ungakwazi ukufunda ngenxa yokuphila nokukhubazeka, kumbe ungakwazi ukubuka noma ukulalela irekhodi ngokwendlela yokufinyelela kwirekhodi ehlinzekwe ku-1 kuya ku-4 lapha ngezansi, yisho indlela okhubazeke ngayo bese uchaza ukuthi ulidinga ngayiphi indlela irekhodi lelo na.

Ukuphila Nokukhubazeka:	Indlela irekhodi lelo elidingeka ngayo:
Maka ibhokisi elifanele ngophawu olungu- "X".	
AMANOTHI:	
(a) Ukuhambisana nesicelo sakho sokufinyelela kwirekhodi ngendlela eshiwo ungenzeka kuncike kwindlela irekhodi elitholakala ngayo.	
(b) Ukucela ukufinyelela ngendlela okwenziwe ngayo kungenzeka ukuthi kwenqatshelwe ezimweni ezithile. Esimweni esifuze lesi-ke uyokwaziswa ukuthi ngabe ukufinyelela lokho kungenzeka yini unikezwe imvume yakho ngenye indlela.	
(c) Imali ekhokhwayo ngokufinyelela kwirekhodi, uma ikhona eyokhokhwa, kuyoba yimali ngakolunye uhlangothi eyonqumeka ngenxa yohlobo lokufinyelela olwazini oluyobe luceliwe.	

1. Uma irekhodi lelo lingelibhalwe phansi noma eliphrintiwe:		
ikhophi yerekhodi *	ukuhlolwa kwerekhodi	
2. Uma irekhodi kuyizithombe ezibukwayo - (lokhu kufaka phakathi izithombe ezishuthiwe, ezizubukhazikhazi, amavidiyo aqoshiwe, izithombe ezenziwe ngekhompyutha, izikeshi, njll):		
buka izithombe	ikhophi yezithombe *	imibhalo echaza izithombe*
3. Uma irekhodi kungamazwi aqoshiwe noma imininingwane engakwazi ukuthi ibuye ihlinzekwe ngomsindo:		
ukulalela umsindo lowo (ikhasethi elilalelwayo)	ukubhalwa phansi komsindo olalelwayo * (idokhumenti ebhaliwe noma ephrintiwe)	
4. Uma irekhodi likwikhompiyutha noma kwinto eyi-elektroniki noma kwindlela efundeka ngomshini othile:		
ikhophi ephrintiwe yerekhodi *	ikhophi ephrintiwe yemininingwane etholakele*	ikhophi kwindlela yekhompiyutha efundekayo (i-stiffy noma i-compact disc)*

* Uma ngabe wawucele ikhophi noma irekhodi eselibhalwe phansi (ngenhla), ngabe ungathanda ukuthi ikhophi noma irekhodi eselibhalwe phansi liposwe lize kuwe?	YEBO	CHA
--	------	-----

Uyokhokhiswa imali yokuposa.		
------------------------------	--	--

Sicela uqaphele ukuthi uma irekhodi lingatholakali ngolimi wena ofisa ukuthi ulithole ngalo, ukufinyelela kwirekhodi lelo kungenzeka kuhlizekwe ngolimi irekhodi lelo elitholakala ngalo.
---

Ngabe ungathanda ukuthi ulithole ngaluphi ulimi irekhodi na?
--

**G. Isaziso mayelana nesinqumo esiphathelene nesicelo sokufinyelela kwirekhodi**

Uyokwaziswa ngokubhalwe phansi mayelana nokuthi ngabe isicelo sakho sokufinyelela olwazini siphumelele yini noma siqatshiwe. Uma ufisa ukwaziswa ngalokho ngenye indlela, sicela ukuthi uyigagule leyo ndlela oyofisa ukuthi sikwazise ngayo bese futhi usihlinzeka ngemininingwane ebalulekile neyokwenza ukuthi sikwazi ukuhambisana nesicelo sakho.

Ngabe ungakhetha ukuthi waziswe kanjani mayelana nesinqumo sesicelo sakho sokufinyelela kwirekhodi?

.....

Isayinwe e .....mhlaka .....  
enyangeni ka ..... onyakeni ka .....

ISIGNESHA YOMFAKISICELO / YOMUNTU OKWENZIWA ISICELO EGAMENI LAKHE

**(i) IFOMU B**

**ISAZISO SOKWEDLULISA ISIKHALO SANGAPHAKATHI**

(Isigaba 75 soMthetho Wokukhuthaza Kokufinyelela Olwazini, 2000 (uMthetho onguNo. 2 ka 2000))

[UMtheshwana 8]

**BHALA INOMBOLO YAKHO YEREFERENSI:**

A. Imininingwane yesikhungo somphakathi

Isikhulu Esihlinzeka Ngolwazi/Isekela Lesikhulu Esihlinzeka Ngolwazi:

B. Imininingwane yomfakisicelo/umuntu oseceleni owedlulisa ukuchithwa kwesicelo

(a) Imininingwane yomuntu ofaka isikhalo sangaphakathi kufanele inikezwe lapha ngezansi.

(b) Ubufakazi besikhundla ukwedluliswa kokwenqatshwa kwesicelo okufakwa ngaphansi kwaso kufanele buhambisane naleli fomu.

(c) Uma umuntu owedluliswa ukunqatshwa kwesicelo kuwumuntu oseceleni futhi kungesiyena umuntu owayefake isicelo sokuhlinzekwa ngolwazi phambilini, imininingwane kufanele ihlinzekwe lapha ku-C ngezansi.

Amagama aphelele nesibongo: -----

Inombolo Yomazisi: -----

Ikheli leposi:-----

Inombolo yefekisi: -----

Inombolo yocingo: -----

Ikheli le-imeyili:-----

Isikhundla ukwedluliswa kwesicelo kwangaphakathi okwenziwa ngaphansi kwaso egameni lomunye umuntu:-----

### C. Imininingwane Yomfakisicelo

Lesi sigaba kufanele sigcwaliswe KUPHELA uma ucela njengomuntu oseceleni ucela egameni lomfakisicelo.

Amagama aphelele nesibongo:-----

Inombolo kamazisi:-----

### D. Isinqumo okwedluliswa ngaso ngaphakathi umphumela wesinqumo esithathiwe

Maka isinqumo esenze ukuthi kwedluliswe isinqumo esithathiwe ngaphakathi, kanti uyacelwa ukuba umake ngalolu phawu: X ebhokisini elifanele:

	Ukwenqatshwa kwesicelo sokufinyelela (kulwazi oluthile)
	Isinqumo mayelana nezimali ezibizwayo njengalokhu zinqunywe ngokwesigaba sama-22 soMthetho
	Isinqumo mayelana nokwelulwa kwesikhathi sokubhekana nesicelo ngokwemibandela yesigaba sama-26 (1) soMthetho
	Isinqumo ngokwemibandela yesigaba sama-29 (3) soMthetho ukunqabela ukufinyelela ngendlela ecelwe umfakisicelo
	Isinqumo sokuvuma ukunikezela ngesicelo sokufinyelela

### E. Izizathu zokwedlulisa isinqumo esithathiwe

Uma le ndawo onikwe yona ingenele, uyacelwa ukuthi usebenzise amanye amakhasi bese uwanamathisela kulona leli fomu. Kufanele uwasayine wonke amanye amakhasi okwengeza ozobhala kuwona.

Yisho izizathu ezenza ukuthi wedlulisele ukungeneliseki kwakho kwangaphakathi: -----

-----

Yisho noma ngabe yimiphi eminye imininingwane okungenzeka ibaluleke ekubheni ukwedlulisa kwakho isinqumo sokungeneliseki kwakho: -----

-----

**F. Isaziso ngesinqumo sokwedlulisela isinqumo esithathiwe**

Uyokwaziswa ngokubhalwe phansi ngesinqumo sokwedlulisela kwakho isinqumo ngaphakathi. Uma ufisa ukwaziswa ngenye indlela, uyacelwa ukuba uyisho leyo ndlela bese uhlinzeka ngemininingwane efanele ukuze kukwazeke ukuthi kuhanjiswa nesicelo sakho.

Yisho indlela:-----

Imininingwane yendlela: -----

Lisayinwe e ..... mhlaka  
..... enyangeni ka ..... onyakeni ka  
.....**ISIGINESHA YALOWO OWEDLULISA ISICELO**

OKUQONDENE NOMNYANGO KUPHELA:

IREKHODI ELISEMTHETHWENI LOKWEDLULISWA KWESICELO  
KWANGAPHAKATHI:

Ukwedluliswa kwesinqumo kwemukelwe mhlaka------(usuku)  
kwemukelwa ngu -----(yisho isikhundla, igama  
kanye nesibongo kwesikhulu esihlinzeka ngolwazi/kwesekele lesikhulu esihlinzeka  
ngolwazi).

Ukwedluliswa kwesinqumo kuphelezela yizizathu zesinqumo sesikhulu esihlinzeka  
ngolwazi/kwesekele lesikhulu esihlinzeka ngolwazi, bese kuthi lapho kufanele khona,  
kuba nemininingwane yanoma yimuphi umuntu wesithathu irekhodi lelo elikhuluma  
ngaye, kuhanjiswa yisikhulu esihlinzeka ngolwazi/yisekele lesikhulu esihlinzeka  
ngolwazi mhlaka----- (usuku) kwisigungu  
esifanele.

UMPHUMELA WOKWEDLULISWA KWESINQUMO SOKWENQABA:

ISINQUMO SESIKHULU ESIHLINZEKA NGOLWAZI SIYAVUNYWA/SIYACHITHWA  
KUFakwa ESISHA

ISINQUMO ESISHA: -----  
-----  
-----  
-----  
-----

ISIGUNGU ESIFANELE:----- USUKU:-----  
-----

YAMUKELWE YISIKHULU ESIHLINZEKA NGOLWAZI/ISEKELA LESIKHULU  
ESIHLINZEKA NGOLWAZI IVELA ESIGUNGWINI ESIFANELE (mhlaka):-----  
-----













Uphiko Olukhulu Lwezokuxhumana, UMnyango Wezokuthuthukiswa  
Komphakathi  
Private Bag X901, Pretoria, 0001, IRiphabhlikhi YaseNingizimu Afrika  
Ucingo: +27 (0)12 312 7500/7653, Ifekisi: +27 (0) 12 312 7949  
Iwebhusayithi: [www.dsd.gov.za](http://www.dsd.gov.za)