CAPE WINELANDS DISTRICT
MUNICIPALITY • MUNISIPALITEIT • UMASIPALA

UMGAQO-NKQUBO WEMFUNDO, UQEQESHO KUNYE NOPHUHLISO

UMGAQO-NKQUBO WAMKELWA LIBHUNGA NGOMHLA WESI-4 KUDISEMBA WAMA-2014 KUMBA ONGUNOMBOLO C.14.5

1. IINKCAZELO

Kulo mgaqo-nkqubo, ngaphandle kokuba kuboniswe ngenye indlela -

1.1 **“ABET/AET”** uthetha iMfundo noQeqesho (lweSiseko) lwaBantu abaDala.

1.2 **“ULWAMKELO/ACCREDITATION”** kuthetha inkqubo yokuqinisekiswa kokulunga ukuqinisekisa ngokulunga kwemfundo noqeqesho kuMzantsi Afrika.

1.3 **“APPRENTICESHIP”** luthetha uhlobo lokuFunda okuthi kube nomphumela webhaso lomsebenzi obhaliswe liSebe leMfundo yamaBanga aPhezulu noQeqesho njengoMsebenzi woBugcisa.

1.4 **“UTHETHWANO / CONSULTATION”** luthetha unxibelelwano ngenkqubo yokufunwa kwesivumelwano esinentsingiselo esihlangeneyo, nangona kunjalo amaqela akunyanzelekanga ukuba afikelele kwisivumelwano. Uxanduva lokuthethana alukho kumagxa omqeshi kuphela kulindeleke ukuba umqeshwa anxibelelane kakhulu nomqeshi kule nkqubo yokufunwa kwesivumelawno esihlangeneyo. Ngoko, uthethwano luthetha ukuxoxa nokuthathela ingqalelo iimbono ezahlukeneyo, oku akuthethi “uthethwano” okubhekiselele kwiingxoxo zothetha-thethwano ezixhibe ukuba kufikelelwe esivumelwaneni. Ngamanye amazwi, nangona isoloko isenzeka into yokokuba uthethwano lukhokhelela kwisivumelwano, umqeshi akathintelwanga ekuqhubekeni equkumbela isiCwangciso saMakhono kwiNdawo yeNgqesho kwimeko apho engahambelani/engazamkeli iingcebiso ezithiwe thaca ngabaqeshwa. Emva kokuba ezivile ezi ngcebiso, umqeshi unelungelo lokuqhuba noko kubonanakala kuyindlela efanelekileyo yokwenziwa kwezinto.

1.5 **“IBHUNGA”** lithetha uMasipala wesiThili saseCape Winelands njengoMqeshi.

1.6 **“UCEBA”** uya kuthetha ilungu leBhunga loMasipala kuMasipala wesiThili saseCape Winelands.

1.7 **“IZIQINISEKISO ZEZIFUNDO”** zithetha ixabiso lobungakanani obunikezelwa kwimigangatho yeyunithi.

1.8 **“CWDM”** lithetha uMasipala wesiThili saseCape Winelands.

1.9 **“UMQESHWA”** uya kubhekiselela kumntu okwingqesho yoMasipala wesiThili saseCape Winelands.

1.10 **“UMQESHI”** uthetha ooCeba (abamele iCandelo loMqeshi kwiKomiti yoQeqesho).

1.11 **“ETQA”** ithetha iNgqinisekiso yokuLunga kweMfundo noQeqesho; amaqumrhu aqinisekisa ngengqinisekiso yokulunga kwimfundo noqeqesho kuMzantsi Afrika.

1.12 **“IDP”** ithetha isiCwangciso seiHlangeneyo soPhuhliso.

1.13 **“IINTLOKO ZAMASEBE”** zithetha umntu oqeshwe liBhunga likaMasipala njengoMlawuli kaMasipala ukulungiselela umasipala ngokuhambelana necandelo 54A loLawulo lweeDolophu: uMthetho weeNkqubo zikaMasipala, wama-2000 (uMthetho onguNombolo 32 wama-2000) nabo bonke abaqeshwa ngokuhambelana necandelo lama-56 loLawulo lweeDolophu: uMthetho weeNkqubo zikaMasipala, wama-2000 (uMthetho onguNombolo 32 wama-2000)

1.14 **“IMATU”** ithetha umbutho owaziwa njenge-Independent Municipal and Allied Trade Union (Abachaphazelekayo babasebenzi abakwiKomiti yoQeqesho).

1.15 **“IMIBUTHO YABASEBENZI”** ithetha imibutho yabasebenzi eyaziwa njenge-Independent Municipal and Allied Trade Union (IMATU) kunye ne-South African Municipal Workers Union (SAMWU).

1.16 **“IZIFUNDO KWINDAWO YENGQESHO”** zithetha indlela eya kwikhono/kubugcisa bezifundo zeNQF eziqamele ikhakhulu ngamava endawo yokusebenza.

1.17 **“AMAZIKO OKUFUNDA”** athetha amaziko aqinisekisiweyo angasese/karhulumente (umz.: iiKholeji zeFET namaZiko eMfundo ePhezulu, umz, iiYunivesiti okanye iiYunivesithi zeTheknoloji).

1.18 **“LGSETA”** ithetha uGunyaziwe weCandelo leMfundo noQeqesho loLawulo lweeDolophu.

1.19 **“UMLAWULI OTHE NGQO”** uthetha umntu olawula ngqo abanye abasebenzi yaye enoxanduva lolawulo nokusebenza kolawulo lwabasebenzi..

1.20 **“MOA”** ithetha iSaziso saseburhulumenteni sesiVumelwano.

1.21 **“MOU”** ithetha iSaziso saseburhulumenteni sokuNgqinelana.

1.22 **“NQF”** ithetha isiCwangciso-nkqubo seSizwe soBugcisa; isaicwangciso-nkqubo sesizwe esiqinisekisa ngokulunga kwazo zonke izifundo zobugcisa ezifunyanwayo eMzantsi Afrika.

1.23 **“OHS”** ithetha iMpilo noKhuseleko eNgqeshweni.

1.24 **“ONA”** ithetha uHlahlelo lweeMfuno zoMbutho.

1.25 **“PDP”** ithetha isiCwangciso soPhuhliso loMntu.

1.26 **“POE”** ithetha iSikhundla soBungqina.

1.27 **“IIFORAM ZEPHONDO ZESDF”** zithetha amaqonga asekwe kwiphondo ukulungiselela iingxoxo, uthethwano nolungelelwaniso ngokubhekiselele kwimfundo, uqeqesho nophuhliso.

1.28 **“IIFORAM ZENGINGQI ZESDF”** zithetha amaqonga asekwe kwingingqi ukulungiselela iingxoxo, uthethwano nolungelelwaniso ngokubhekiselele kwiMfundo, uQeqesho noPhuhliso.

1.29 **“SAMWU”** ithetha umbutho wabasebenzi owaziwa njengeSouth African Municipal Workers Union (Abachaphazelekayo bombutho yabasebenzi abakwiKomiti yoQeqesho).

1.30 **“SDF”** ithetha uMququzeleli woPhuhliso lwaMakhono.

1.31 **“SDBIP”** ithetha isiCwangciso sokuMiliselwa kweNkonzo yokuNikezelwa koShishino.

1.32 **“INDIBANO YENGXOXO/INGQUNGQUTHELA”** ithetha amathuba okufunyanwa kwengcaciso emalunga nomsebenzi esoloko ithe ngqo kwicandelo.

1.33 **“SETA”** ithetha uGunyaziwe weCandelo leMfundo noQeqesho.

1.34 **“IZIFUNDO ZETHUBA ELIFUTSHANE”** zithetha iinkqubo zamakhono ezinokuqinisekiswa OKANYE ezingenakho ukuqinisekiswa.

1.35 **“UPHICOTHO LWAMAKHONO”** luthetha inkqubo yokufumana amakhono akhoyo kumbutho namakhono asilelayo.

1.36 **“INKQUBO YAMAKHONO”** ithetha into enye neZifundo usemsebenzini, nangona kunjalo, ayikukhokheleli kwisiqinisekiso esipheleleyo.

1.37 **“SLA”** ithetha iNqanaba lesiVumelwano seNkonzo.

1.38 **“SSP”** ithetha isiCwangciso saMakhono eCandelo.

1.39 **“TC”** ithetha iKomiti yoQeqesho; iforam yombutho yothethwano yemiba enxulumene neMfundo, uQeqesho noPhuhliso lwaMakhono.

1.40 **“IMILINGANISELO YEYUNITHI”** ithetha amanqanaba esiseko okwakha iziqinisekiso zemfundo, iZifundo usemsebenzini nokuba nguMfundi.

1.41 **“WSP”** ithetha isiCwangciso saMakhono eNgqeshweni.

2. INTSHAYELELO

UMasipala wesiThili saseCape Winelands (CWDM) uzibophelele ekuqaliseni ngenkqubo yemfundo, uqeqesho nophuhliso elungiselelwe abasebenzi nokufezekisa iimfuno ezisemthethweni zoMthetho woPhuhliso lwaMakhono, we-1998 (uMthetho onguNombolo 97 we-1998) kunye neminye imithetho efanelekileyo. Ukunyuselwa kwabasebenzi abakwiinkqubo zophuhliso kuya kuxhomekeka kumgaqo-nkqubo ofanelekileyo weBhunga nenkqubo yokufunwa nokukhethwa kwabasebenzi.

3. INKCAZELO YOKUZIMISELA

UMasipala wesiThili saseCape Winelands (CWDM), iBhunga nabasebenzi bazimisele ngokupheleleyo ekufundiseni, ekuqeqesheni nasekuphuhliseni bonke abasebenzi ngokwemali nezibonelelo ezikhoyo, yaye oku kuya kwenzeka:

3.1 NgoPhuhliso loQeqesho neQhinga loPhuhliso lwaMakhono elihambelana nemiqathango yoMthetho woPhuhliso lwaMakhono, we-1998 (uMthetho onguNombolo 97 we-1998), njengoko uhlonyelwe kunye nomnye umofanelekileyo.

3.2 Ukumiliselwa kwemithetho–siseko enobulungisa, efanelekileyo nenenjongo elungiselelwe imfundo, uqeqesho nophuhliso lwabasebenzi abaqeshwe liBhunga.

3.3 Ukunikezela ngezikhokhelo ezilungiselelwe uqeqesho nophuhliso lwabasebenzi abaqeshwe liBhunga.

3.4 Ukuqhutywa kophicotho olulungileyo lwamakhono nokusilela okukhoyo okuchongiweyo nokuyilwa kwamqhinga ngokuhambelana nombono ngokubanzi weBhunga.

3.5 Ulwabiwo olubonakalayo lwezibonelelo zoqeqesho, ngokokufikelela kweBhunga.

3.6 Ukuqinisekisa ngento yokuba abantu abalimeleyo bawafumana lula onke amathuba okufunda ngokususwa kwazo naziphi na izithintelo zokufunda.

3.7 Ukumiselwa kweenkqubp ezibanzi zemfundo, zoqeqesho nezophuhliso ezithi zijolise kukufunda nokubhala, kukubala, kubuchule bobugcisa nolawulo nakwiinkqubo zophuhliso.

4. UMBONO

4.1 UMasipala wesiThili saseCape Winelands (CWDM) uya kujolisa ekuphuhliseni nasekumiliseleni imigaqo-nkqubo neenkqubo ukulungiselela ukuqinisekisa ngobulungisa, ukusebenza nokuba selubala kwemisebenzi yemicimbi yabasebenzi.

4.2 Uya kujolisa ngokunjalo ekuphuhliseni nasekwakheni ikhono labasebenzi ukulungiselela ukuba benze imisebenzi yabo ngendlela apha efanelekileyo, enoqoqosho nenika ingxelo.

5. IMITHETHO-SISEKO YESIKHOKHELO

5.1 Uqeqesho luya kunikezelwa ngokuthengiswa ngaphakathi nakumashishini angaphandle, kuxhonyekekwe kwikhono langaphakathi elikhoyo kunye neemfuno zoqeqesho ezithe ngqo.

5.2 Abanikezeli boqeqesho kufuneka babe baselungelweni ngokwemiqathango yokwamkeleka yeSETA, imithetho efanelekileyo kunye neziko likarhulumente elamkelekileyo, apho kuyimfuneko.

5.3 Imiqathango yethenda nokukhethwa kwabanikezeli boqeqesho iya kuhambelana noMgaqo-nkqubo kaMasipala woLawulo lweSixokelelwano soNikezelo lweNkonzo woMasipala wesiThili saseCape Winelands (CWDM), yaye kuthathelwa ingqalelo ulawulo lokulunga.

5.4 Uqeqesho oluqalisiweyo luya kuxhasa umthetho-siseko wophuhliso lwamakhono.

5.5 Apho kufanelekileyo, uqeqesho luya kukhokhelela ekufunyanweni kwamanqaku kubafundi ngokuhambelana nesiCwangciso-nkqubo seSizwe soBugcisa.

5.6 Uqeqesho luya kunikezelwa ngoweemfuno, kuya kwamkelwa abaqeqeshwa ngokufika kwabo yaye kuxhonyekekwe kwizithintelo zohlahlo lwabiwo-mali zoMasipala wesiThili saseCape Winelands (CWDM).

6. UBUNGAKANANI

6.1 Amagama “imfundo, uqeqesho & nophuhliso” abandakanya iindlela ezininzi zokufunda ezithi ziqhubeke kumaziko awahlukeneyo, ngokunjalo nakumaziko obugcisa obubodwa nawemfundo ephakamileyo.

6.2 Okuqulathiweyo koku kufunda kubandakanya imimandla yobugcisa nengeyiyo eyobugcisa, eyokuphuhliswa kwekhono ngokunjalo noqeqesho ngokubanzi lwabasebenzi (efana neMpilo noKhuselo eNgqeshweni, Amakhono okuPhila, neMfundo yesiSiseko noQeqesho lwaBantu abaDala (ABET).

7. UKUMILISELWA KOMGAQO-NKQUBO

7.1 Lo mgaqo-nkqubo usebenza kubo bonke abasebenzi boMasipala wesiThili saseCape Winelands (CWDM).

7.2 Amanye amacandelo alo mgaqo-nkqubo anakho ukusebenza kooceba, abanakho ukufumana amathuba emfundo, oqeqesho nophuhliso ahambelana nemisebenzi yabo noxanduva.

7.3 Amanye amacandelo asebenza ngokunjalo kubantu abangengabo abaqeshwa, kodwa bethabatha inxaxheba ngenye indlela kwiinkqubo zemfundo, zoqeqesho nezophuhliso kuMasipala wesiThili saseCape Winelands (CWDM) umz. njengabanebhasari okanye abaqeqeshwa abafunda besebenza, okanye ababandakanyekayo kwiiprojekti zophuhliso loluntu zoMasipala wesiThili saseCape Winelands (CWDM).

7.4 Lo mgaqo-nkqubo usebenza kulo lonke uphuhliso lwekhono elamkelweyo nelingamkelwanga, kwimfundo noqeqesho oluxhaswa okanye olunikezelwa nguMasipala wesiThili saseCape Winelands (CWDM). Oku kubandakanya unikezelo lwangaphakathi, ngokunjalo nesibonelelo esiqhubeka kumziko angamanye okufunda. Ubandakanya uqeqesho lwesigxina nolwethutyana ngokusetyenziswa, umz. -

(a) Uqeqesho olwenziwa usengqeshweni
(b) Izifundo zethuba elifutshane
(c) Ukufunda usemsebenzini/ukuqeshwa njengomfundi neenkqubo zamakhono
(d) Iindibano zengxoxo neengqungquthela
(e) Ukufunda kumaziko emfundo asesikweni, kunye
(f) Namanye amangenelo emfundo, oqeqesho nophuhliso
(g) Abaqeshwa abasafundayo

7.5 UMgaqo-nkqubo weZiko loQeqesho loMlilo noHlangulo loMasipala wesiThili saseCape Winelands (CWDM) uyabandakanywa apha kuMgaqo-nkqubo weMfundo, uQeqesho noPhuhliso woMasipala wesiThili saseCape Winelands (CWDM), uncanyathiselwe **njengesiHlomelo "A".**

8. ISIGUNYAZISO ESISEMTHETHWENI

8.1 Kukho inani lemithetho yesizwe nemigaqo-nkqubo ethi ibe nempembelelo kwindlela umbutho oyiqhuba ngayo imfundo, uqeqesho nophuhliso. Le mithetho ibandakanya, kodwa ayiminywanga kule -

(a) Occupational Health and Safety Amendment Act, 1993 (Act No 85 of 1993)
(b) South African Qualifications Authority Act, 1995 (Act No 58 of 1995)
(c) Labour Relations Act, 1995 (Act No 66 of 1995)
(d) Constitution of the Republic of South Africa, 1996
(e) Basic Conditions of Employment Act, 1997 (Act No 75 of 1997)
(f) Employment Equity Act, 1998 (Act No 55 of 1998)
(g) Skills Development Act, 1998 (Act No 97 of 1998)
(h) Skills Development Levies Act, 1999 (Act No 9 of 1999)
(i) Local Government: Municipal Systems Act, 2000 (Act No 32 of 2000)
(j) National Qualifications Authority Act, 1995 (Act No 58 of 1995)
(k) National Qualifications Framework Act, 2008 (Act No 67 of 2008)

8.2 Le mithetho isisiseko yaye iphembelela isiCwangciso-nkqubo seMfundo, uQeqesho noPhuhliso loMasipala wesiThili saseCape Winelands (CWDM). Ubume bomgaqo-nkqubo wengingqi buya kubandakanya imiqathango yenkonzo yabaqeshwa, ngokunjalo noMgaqo-nkqubo kaMasipala woLawulo lweSixokelelwano soNikezelo lweNkonzo woMasipala wesiThili saseCape Winelands (CWDM).

9. AMAQHINGA EMFUNDO, OQEQESHO NAWOPHUHLISO

9.1 Sebenzisa indawo yengqesho njengendawo enovuselelo lwemfundo.

9.2 Bonelela abasebenzi ngamathuba okufumana amakhono amatsha.

9.3 Bonelela ngamathuba kwabaqalayo ukungena kwingqesho ukuba bafumane amakhono namava omsebenzi.

9.4 Qesha abantu ekunzima kubo ukuba bafumane ingqesho.

9.5 Iinkqubo zokufunda engqeshweni/zokuba ngumqeshwa oseluqeqeshweni nezamakhono.

(a) Iinkqubo zokufunda engqeshweni/zokuba ngumqeshwa oseluqeqeshweni nezamakhono zibonelela kwezi njongo ngokuhlanganisa ukufunda okulungelelanisiweyo kunye namava alungelelanisiweyo ukuze ufumane isiqinisekiso esibhalisiweyo seNQF. Zezona ndlela zingundoqo ekumiliselwa kuzo isiCwangciso soPhuhliso lwaMakhono kwiNdawo yeNgqesho.

(i) **Izifundo usengqeshweni** zandise ubuqeshwa eluqeqeshweni bangaphambili zasiwa kwimimandla yokufunda engeyiyo eyorhwebo zaze zanomphumela wokokuba iziqinisekiso eziphele leyo zibhaliswe yiSAQA yaye zihambelana nemisebenzi.

(ii) **Ubuqeshwa eseluqeqeshweni** buzintlobo zokufunda usengqeshweni ezithi zibe nomphumela webhaso lenggqesho ezithe zabhaliswa liSebe leMfundo ePhakamileyo noQeqesho njengomsebenzi worhwebo.

(iii) **Iinkqubo zamakhono** ziiyunithi ezincinane zokufunda eziqulathe izifundo eziqinisekiswayo yaye umntu angazichola-chola ze azihlanganisa zibe nomphumela wesiqinisekiso.

(iv) **Ukufunda usengqeshweni/izivumelwano zokuqesha eluqeqeshweni** zilawula ubudlelwane phakathi komqeshi, umqeshwa/umfundi kunye nomnikezeli woqeqesho olunesiqinisekiso. Izivumelwano kufuneka zibhaliswe noGunyaziwe weCandelo leMfundo noQeqesho (SETA) phambi kokuqaliswa kokuFunda usengqeshweni.

(v) **Uqeqesho usengqeshweni** lubhekiselele kwisithuba esithile esibekiweyo sengqesho ukulungiselela abanezidanga ukulungiselela ukufumana amava okusebenza kummandla wobuchule.

(b) UMasipala wesiThili saseCape Winelands (CWDM) uzibophelele kufundo usengqeshweni/nokuqeqeshwa engqeshweni kunye neenkqubo zamakhono:

(i) Ezichaphazela imiba emininzi (okt. zibandakanya imimandla emininzi eyahlukeneyo).

(ii) Ezinikezelwa ngokweemfuno zombutho.

(iii) Ezibandakanya uthelelwano nentsebenziswano phakathi kobume beendawo zomsebenzi ezahlukeneyo ukulungiselela ukunikezela abafundi ngamava omsebenzi ayimfuneko.

(iv) Enokumiliselwa nakuwuphi na ummandla womsebenzi engengayo imisebenzi yobuchule eqhelekileyo.

(v) Ezihlanganisa imfundo noqeqesho lwamakhono yaye iya kunikezela ngendlela esekwe kumsebenzi ukuya kwisiqinisekiso, okanye wakhe iziqinisekiso zezifundo eziya kwikhono.

(vi) Ezinikezela ngesiseko esilungiselelwe imfundo yobomi bonke.

(vii) Ezimilisela isiCwangciso soPhuhliso lwaMakhono.

10. IZINTLU ZEMISEBENZI

10.1 Izintlu kufuneka ziphuhliswe kujoliswe kokuphambili kweqhinga kukamasipala nakuxanduva lwakhe lokunikezelwa kwenkonzo.

10.2 Izintlu kufuneka ziphuhliswe kujoliswe kokuphambili kweqhinga kukamasipala nakuxanduva lwakhe lokunikezelwa kwenkonzo.

10.3 Izintlu zemisebenzi azisoloko zibonelela “ngonyuselo” (ukuya kwisikhundla esingentla), kodwa zibonelela ngenani leendlela ezahlukeneyo zokutshintshwa apha kumbutho.

10.4 UMasipala wesiThili saseCape Winelands (CWDM) uya:

(a) Kuqinisekisa ngento yokuba imfundo, uqeqesho nezibonelelo zophuhliso zibekelwe izintlu zemisebenzi ezichongiweyo.

(b) Kunceda abaqeshwa ukuze babe nokwenza izigqibo ngemimandla yemisebenzi abanakho ukuyilandela ngokusetyenziswa kweNkqubo yeNkxaso yoMfundi.

(c) Kunikezela ngoncedo lokufunda kubaqeshwa abaqeshwe isigxina ngokuhambelana neemfuno zombutho, ikhono nokuphambili ekujoliswe kuko.

(d) Kunikezela ngoncedo lokufunda kumalungu oluntu lwengingqi kuxhonyekekwe kwikhono lakhe lemali njengenxalenye yoxanduva lwentlalo nangenjongo yokubonelela iimfuno zexesha elizayo zombutho.

11. UVAVANYO NENGQINISEKISO YOKULUNGA

11.1 Njengesixhobo esitsha solungelelwaniso esilungiselelwe yonke imfundo, uqeqesho nophuhliso eMzantsi Afrika, iNational Qualifications Framework (NQF) iya kuqinisekisa ngento yokuba imigangatho neziqinisekiso zinexabiso elinye kwisizwe sonke.

11.2 Oku kubangela kukuba imigangatho neziqinisekiso ziqulunqelwe isizwe ngokubanzi ngokuthatyathwa kwenxaxheba ngabo bonke abachaphazelekayo kuyo yonke imimandla yokufunda.

11.3 UMasipala wesiThili saseCape Winelands (CWDM) uzibophelela:

(a) Ekuqinisekiseni abasebenzi abazingcaphephe bayaqeqeshwa baze babhaliswe kuvavanyo okusekwe kwiziphumo.

(b) Ekusekeni nasekumiliseleni inkqubo yangaphakathi yengqinisekiso yokulunga ehlangeneyo ebandakanya inkqubo yohlolo loMfundi kunye nerekhodi yokufunda yabo bonke abaqeshwa ngokuhambelana nezikhokhelo zeEducation and Training Quality Assurance (ETQA).

(c) Ekuchongeni ukuba yiyiphi imigangatho yokufunda neziqinisekiso aya kuzibhalisa njengomnikezeli wemfundo.

11.4 Ingqwalasela yeMfundo yaNgaphambili (RPL)

(a) Ukuqwalaselwa kweMfundo yaNgaphambili (RPL) yinkqubo yovavanyo ekunokuthi ngayo abafundi babonelelwe ngeziqinisekiso ngemfundo abasele beyifumene ngenxa yamava omsebenzi okanye naluphi na olunye uhlobo lokufunda lwangaphambili .

(b) Ngethuba lovavanyo kufuneka babonise into yokuba bayazifezekisa iziphumo zokufunda ezikwimigangatho yokufunda ezilungiselelwe isiqinisekiso esithile ngokubonisa oko bakwaziyo yaye bayakwazi ukukwenza oko. Inokwenzeka into yokuba afumane isiaqinisekiso esipheleleyo okanye inxalenye yesiqinisekiso, ngokusetyenziswa kweRPL.

(c) Iimvavanyo zokuQwalaselwa kweMfundo yaNgaphambili (RPL) zixhomekeke:

(i) Kwiimfuno zokusebenza
(ii) Kwizidingo zombutho
(iii) Kufumaneka kwezibonelelo zemali nabasebenzi
(iii) Kwizithintelo zokusebenza

(d) UMasipala wesiThili saseCape Winelands (CWDM) uzibophelele:

(i) Ukuvuselela iRPL njengesixhobo esifumanekayo nesiphuhlisayo ukulungiselela ukwakhiwa kombutho nabaqeshwa bawo, nokunika ingqwalasela kumalungelo abaqeshwaokuthabatha inxaxheba ngokuzithandela.

(ii) Ukuseka nokumilisela inkqubo yeRPL ngokuqalisa ngomgaqo-nkqubo ochaza iinjongo, iimethodi, ubume, iinkqubo nezibonelelo niomsebenzi weRPL.

(iv) Ukumilisela inkqubo yeRPL kwiCWDM ngokubanzi ukulungisa uminyo lwamakhono abasebenzi.

(iv) Ukunikezela ngamandla ahlaziyiweyo kuvuselelo lomdla wabaqeshwa ngokubhekiselele kukufunda ubomi bonke..

12. UHLAHLO LWABIWO-MALI

12.1 Le mithetho-siseko ilandelayo iya kusebenza kuguqulo lohlahlo lwabiwo-mali lwemfundo, loqeqesho nophuhliso:

(a) Uhlahlo lwabiwo-mali loqeqesho loMasipala wesiThili saseCape Winelands (CWDM) luya kuniselwa ziimfuno zomthetho ngokunjalo nokuphambili kweqhinga ekujoliswe kuko kombutho njengoko kubonisiwe kwizicwangciso zoshishino zamasebe, kunye nesiCwangciso saMakhono kwiNdawo yeNgqesho.

(b) Uhlahlo lwabiwo-mali loqeqesho loMasipala wesiThili saseCape Winelands (CWDM) luya kugcinwa kwindawo enye kwiZibonelelo zaBasebenzi ukulungiselela ulawulo olusebenzayo lwezabelo zoqeqesho nokuququzelela ukunikwa kwengxelo kwiBhunga nakwiLGSETA.

(c) Olu hlahlo lwabiwo-mali lulandelayo loqeqesho lwesebe luya kulawulwa ngokusebenzayo yiNtloko yeSebe efanelekileyo ngothethwano noMlawuli: uQeqesho noLawulo lweNdlela yokuSebenza, nangona kunjalo ukunikwa kwengxelo kolu hlahlo lwabiwo-mali liya kwenziwa kunye liCandelo loQeqesho rhoqo ngenyanga:

(i) IOfisi yoMlawuli kaMasipala
(ii) IiNkonzo zoBugcisa
(iii) IiNkonzo zeMali neNkxaso yeQhinga
(iv) IiNkonzo zoPhuhliso loLuntu noCwangciso

12.2 Le mithetho-siseko ngokubanzi ilandelayo iyasebenza ngokunjalo:

(a) IiNtloko zamaSebe zinoxanduva lwemfundo, uqeqesho nophuhliso lwabaqeshwa bazo yaye kufuneka ngoko ziqinisekise ngento yokuba isibonelelo esaneleyo semali senziwe.

(b) UMlawuli kaMasipala unakho kumathuba ngamathuba ukumisela uqeqesho olusisinyanzelo olusekwe kwiimfuno zokusebenza kombutho kuxhonyekekwe kwizithintelo zohlahlo lwabiwo-mali.

(c) IiNtloko zamaSebe kufuneka ziqinisekise ngento yokuba izicwangciso zoqeqesho zomntu ngamnye ziqulunqiwe ze zasayinwa kwisithuba seenyanga ezimbini ukusuka ekuqaleni konyaka-mali.

(d) UMlawuli: ULawulo loQeqesho noKwenziwa koMsebenzi / uMququzeleli oyiNtloko woPhuhliso lwaMakhono uya kudlala indima yokuququzelela, yokucebisa nokuxhasa amasebe.

(e) Imithetho-siseko yolondolozo lwendleko ngeli thuba kuqinisekiswa ngokulunga kubonelelo loqeqesho.

(f) Nangona iinzame zonke ziya kwenziwa ukufumana inkqubo yomnikelo womrhumo, kufuneka iqondwe into yokokuba asilulo lonke uqeqesho oluya kufaneleka ukuba lufumane umnikelo ovela kwiSETA. Uhlahlo lwabiwo-mali loqeqesho kufuneka ngoko lwamkele isibonelelo soqeqesho lwabangenawo umnikelo.

(g) Lonke uqeqesho oluthi lunikezelwe ngaphakathi kufuneka luxhatyiswe kakuhle ukulungiselela iinjongo zothelekiso.

13. UKUTHENGWA KWEMPAHLA

Ukuthengwa kwempahla kuya kuhambelana noMgaqo-nkqubo wokuThengwa kweMpahla liBhunga nezikhokhelo zeETQA ezilungiselelwe abanikezeli bezifundo zoqinisekiso.

14. ABACHAPHAZELEKAYO: INDIMA NOXANDUVA

14.1 IBhunga

(a) Indima yeBhunga kukukhuthaza nokuququzelela imfundo, uqeqesho nophuhliso lwabo bonke abaqeshwa nooceba ukunika ingqwalasela kukubaluleka kweqhinga apho.

(b) IBhunga linoxanduva:

(i) Lokuqinisekisa ngokuthotyelwa kumthetho ofanelekileyo namaqhinga esizwe ngokunjalo nothethwano nemibutho yabasebenzi ngokubhekiselele kumiliselo apho.

(ii) Lokwamkela (with due consultation) uMgaqo-nkqubo weMfundo, uQeqesho noPhuhliso, isiCwangciso saMakhono seNdawo yeNgqesho nomiliselo ngoko.

(iii) Lokuvavanya nokuhlola iziphumo kunye/okanye inkqubela phambili.

(iv) Lokubonelela ngezibonelelo ezifunekayo ngokunjalo nezixhobo zonikezelo ukulungiselela ukuhlangabezana neenjongo zeqhinga, izicwangciso zomiliselo nekujoliswe kuko kwemfundo, koqeqesho nophuhliso.

(v) Lokuqinisekisa ngento yokuba isiCwangciso saMakhono kwiNdawo yeNgqesho silungelelanisiwe neenjongo zeIDP zoMasipala wesiThili saseCape Winelands (CWDM).

(vi) Lokuqinisekisa ngesibonelelo esaneleyo sohlahlo lwabiwo-mali ukuba senziwe ukulungiselela umiliselo lwezi njongo zeIDP objectives.

14.2 Abalawuli abathe ngqo

(a) Imfundo, uqeqesho nophuhliso lwabasebenzi ngummandla ongundoqo wendlela yokusebenza yolawulo oluthe ngqo. Igalelo labo kukubona phambili, uphuhliso nokubeka iliso.

(b) Ulawulo oluthe ngqo lunoxanduva oluphambili ukulungiselela:

(i) Ukuqinisekisa ngento yokuba abaqeshwa bafundisiwe, baphuhlisiwe yaye baqeqeshiwe ukwenza umsebenzi wabo ngobuchule ngokuthi rhoqo kubekwe iliso kwindlela yokwenziwa komsebenzi nokuchongwa kweemfuno zophuhliso.

(ii) Ukuqeqesha, ukucebisa nokunceda abasebenzi ngokuqhubekayo.

(iii) Ukunxibelelana noMlawuli: woQeqesho noLawulo lweNdlela yoKwenziwa koMsebenzi ukuqwalasela iimfundo ezichongiweyo zophuhliso.

(iv) Ukuququzelela nokuxhasa kakhulu ukukhutshelwa kwamakhono kwindawo yokusebenza (okt. Ukumiliselwa kwamakhono olwazi olufunyenwe kutshanje okanye olwandisiweyo).

(v) Ukubeka iliso nokuvavanya ukufunyanwa nokukhutshelwa kamva kwamakhono ulwazi nengqiqo (ubuchule) kwindawo yokusebenza nokuthabatha amanyathelo ayimfuneko.

(vi) Ukuziqhelanisa kwabo nomthetho ofanelekileyo ukulungiselela ukuqinisekisa ngokuthotyelwa.

(vii) Ukukhulula abaqeshwa ukuze bazimase izifundo ezamkelweyo.

(viii) Ukubeka iliso nokunika ingxelo kwiKomiti yoQeqesho idlula kuMququzeleli woPhuhliso lwaMakhono ngokubhekiselele kwiMbuyekezo yoTyalo-mali lwazo zonke iindleko zoqeqesho ezichithiweyo.

(ix) Ukuqinisekisa ngento yokuba iimfuno zoqeqesho zesebe zichongiwe yaye zilungelelanisiwe kwi-IDP yoMasipala wesiThili saseCape Winelands (CWDM) neeSDBIP ezifanelekileyo.

(x) Ukuqinisekisa ngokungeniswa ngonyaka kwangethuba kweemfuno zesebe zoqeqesho kwiCandelwana: uQeqesho noPhuhliso ukulungiselela ukubandakanywa kwiWSP.

(xi) Ukuqinisekisa ngento yokuba iimfuno ezichongiweyo zoqeqesho kwi(x) ibe ngumphumela wothethwano nabaqeshwa.

(xii) Ukuqinisekisa ngento yokuba umiliselo loqeqesho lulungelelanisiwe nesiCwangciso esamkelweyo saMakhono eNdawo yokuSebenza.

(xiii) Ngokusetyenziswa kweenkqubo ezizizo zokuthengwa kwempahla, uphuhliso nolungelelwaniso lohlahlo lwabiwo-mali lwenkxaso-mali yesebe neendleko zohambo ukuqinisekisa ngomiliselo lweemfuno ezichongiweyo zoqeqesho.

(xiv) Ukuthintela unxaxho oluli-15% kwisicwangciso esamkelweyo saMakhono kwiNdawo yokuSebenza.

14.3 Abaqeshwa

(a) Abaqeshwa kufuneka badlale indima ebalulekileyo ekuchongeni iimfuno zabo zophuhliso, yaye kufuneka bazibophelele ekuthatheni inxaxheba nobunini kwiinkqubo zemfundo, zoqeqesho nophuhliso ukulungiselela ukuqinisekisa ngempumelelo yamangenelo okufunda.

(b) Uxanduva lwabo lubandakanya:

(i) Unxibelelwano nolawulo ngqo ngokubhekiselele kubuchule babo nokwenza kwabo umsebenzi ukulungiselela ukuchonga iimfuno zophuhliso.

(ii) Ukusebenzisa amathuba emfundo, oqeqesho nophuhliso ngendlela elungileyo.

(iii) Ukukhutshelwa kwamakhono, ulwazi nengqiqo entsha efunyenweyo okaye eyandisiweyo kwindawo yokusebenza, ngoko kuphuculwa indlela yokusebenza.

(iv) Ukukhuthazwa kwaBafundi ukuba bangenise iirejista zokuzimasa kwiCandelo loQeqesho (apho nangethuba elifanelekileyo).

(v) Ukukhuthazwa kwaBafundi ukuba bangenise iikopi zamaxwebhu eziqinisekiso ezingqinisisiweyo neziyinyani (iidiploma/izatifikethi) kwiCandelo loQeqesho (apho nangethuba elifanelekileyo).

(vi) Ukuzinyaswa kwangethuba kwazo zonke iiklasi eziyimfuneko zezifundo zoqeqesho ezamkelweyo.

(vii) Ukuqinisekiswa ngokungabikho kongqubano lweeshedyuli zeklasi. Ukuba ngaba kukho ungqubano kwiithayimthebhile aBafundi kufuneka bazise iCandelo loQeqesho ngokufanelekileyo ngembalelwano kwisithuba seentsuku ezimbini zomsebenzi emva kokuqinisekiswa kweshedyuli yexesha lesifundo soqeqesho.

(viii) Ukuqukunjelwa kwazo zonke iimvavanyo (formative ne summative) kwisithuba sexesha esichaziweyo.

14.4 Umbutho wabasebenzi

(a) Imibutho yabasebenzi ehlangeneyo enikwa ingqwalasela ibonwa njengabachaphazelekayo kwiinkqubo zokuphuhliswa kwamakhono.

(b) Kufuneka idlale indima ebalulekileyo kwiiforam zothethwano ukulungiselela ukumela iimfuno zamalungu ayo ngokuhlangeneyo nangabanye ngokubhekiselele kwimfundo, uqeqesho nophuhliso.

(c) Uxanduva lwayo lubandakanya:

(i) Ukwazisa, ukukhuthaza nokuvuselela umdla wamalungu ayo ukuba athabathe inxaxheba kumangenelo afanelekileyo emfundo, oqeqesho nophuhliso.

(ii) Ukunxibelelana kwiiforam zothethwano neenkqubo ezibhekiselele kuphuhliso lwamakhono.

(iii) Ukuziqhelanisa nomthetho ofanelekileyo ukulungiselela ukuqinisekisa ngokuthotyelwa kwawo.

14.5 ICandelo: IMicimbi yaBasebenzi

(a) ICandelo: iMicimbi yaBasebenzi lidlala indima yenkxaso nehlangeneyo ngokubhekiselele kwiimfundo, kuqeqesho nophuhliso.

(b) ICandelo: iMicimbi yaBasebenzi inoxanduva:

(i) Lokunikezela ngezibonelelo, iinkqubo, imigaqo-nkqubo nezixhobo ukulungiselela ukuqinisekisa ngokuthotyelwa kweemfuno ezisemthethweni kunye namalinge emfundo yequmrhu, uqeqesho nophuhliso.

(ii) Lokuqinisekisa ngento yokuba yonke imisebenzi namalinge emfundo, oqeqesho nophuhliso alungelelanisiwe kunye neqhinga elipheleleyo elihlangeneyo loLawulo lweMicimbi yaBasebenzi ukulungiselela umbutho.

14.6 ICandelwana: uQeqesho noPhuhliso

(a) ICandelwana: uQeqesho noPhuhliso olukwiMicimbi yaBasebenzi lidlala indima yeqhinga, yoququzelelo, yothethwano nolungelelwaniso ngokubhekiselele kuwo onke amangenelo emfundo, oqeqesho nophuhliso ukulungiselela ukuququzelela ukufunda kumbutho uphela.

(b) ICandelwana: uQeqesho noPhuhliso linoxanduva:

(i) Lokuququzelela, lokumilisela, ukubeka iliso, uvavanyo nohlolo lwawo onke amangenelo okufunda njengoko ethiwe theca kwisicwangciso-nkqubo somgaqo-nkqubo.

(ii) Lokucebisa nokunikezela ngesikhokhelo kubo bonke abathabatha inxaxheba ngokubhekiselele kumalinge emfundo, oqeqesho nophuhliso lombutho okanye nohlobo oluthile lokusebenza.

(iii) Lokuqinisekisa ngophuhliso nomiliselo lwesiCwangciso saMakhono kwiNdawo yeNgqesho.

(iv) Lokuseka nokulolonga uluhlu lweenkcukacha zolwazi kunye nengcaciso efanelekileyo yemfundo, yoqeqesho nophuhliso lwawo nawuphi na umqeshwa.

(v) Lokusebenza njengomgcini wemigaqo-nkqubo yoqeqesho nophuhliso.

(vi) Lokubeka iliso nokunika ingxelo ngohlahlo lwabiwo-mali nenkcitho enxulumene nemfundo, uqeqesho nophuhliso.

(vii) Lokuqhagamshelana nokusebenzisana ngokusondeleyo kunye nawo onke amaqela afanelekileyo.

14.7 IKomiti yoQeqesho yoMasipala wesiThili saseCape Winelands (CWDM)

(a) Indima yeKomiti yoQeqesho yeyokuba yeforam yothethwano yombutho, enoxanduva olungundoqo:

(i) Lokutolika nokuguqula imiba yesizwe neyengingqi yemfundo, yoqeqesho nophuhliso ngenjongo yokucebisa kwiqhinga nakumgaqo-nkqubo kuMasipala wesiThili saseCape Winelands (CWDM).

(ii) Lokumisela umkhombandlela weqhinga lemfundo, loqeqesho nophuhliso kulungelelwaniso nombono wequmrhu, umnqophiso neenqobo ezisesikweni zoMasipala wesiThili saseCape Winelands (CWDM).

(iii) Lokuphuhlisa isiCwangciso saMakhono kwiNdawo yeNgqesho ngokuhambelana neemfuno eziphambili ezisemthethweni, ezilawulayo nezombutho.

(iv) Lokuqinisekisa ngokufana kwiinkqubo yomiliselo lwemfundo, yoqeqesho namaqhinga ophuhliso, amangenelo namalinge kwinqanaba lequmrhu.

(v) Lokubeka iliso nokuvavanya umiliselo lwesiCwangciso saMakhono kwiNdawo yeNgqesho.

14.8 AbaNikezeli beNkonzo baNgaphandle beMfundo, uQeqesho noPhuhliso

(a) Ukulungiselela ukuqinisekisa ngomiliselo olusebenzayo lwesiCwangciso saMakhono kwiNdawo yeNgqesho, abanikezeli benkonzo bangaphandle bemfundo, uqeqesho nophuhliso banakho ukusetyenziswa.

(b) Abanikezeli benkonzo bangaphandle banoxanduva:

(i) Lokuqinisekisa ngento yokuba bayayithobela imiqathango/iimfuno njengoko zithiwe thaca kwisivumelwano noMasipala wesiThili saseCape Winelands (CWDM).

(ii) Lokuqhuba iimvavanyo eziqhubekayo ezimanyeneyo apho kufanelekileyo.

14.9 UMququzeleli woPhuhliso lwaMakhono anguNdoqo

(a) Iindima zoMququzeleli woPhuhliso lwaMakhono kukuqinisekisa ngohambelwano ngokweemfuno ezisemthethweni nokusebenza njengonxulumano neLGSETA.

(b) Uxanduva lubandakanya oku kulandelayo:

(i) Ukuseka imibutho yothethwano.

(ii) Ukulungiselela nokungenisa isiCwangciso saMakhono kwiNdawo yeNgqesho kunye neNgxelo yoNyaka yoQeqesho.

(iii) Ukuququzelela umiliselo lwesiCwangciso saMakhono kwiNdawo yeNgqesho.

(iv) Ukunika ingxelo kumiliselo lwesiCwangciso saMakhono kwiNdawo yeNgqesho.

(v) Ukuqinisekisa ngolawulo olululo nolungelelwaniso lwamalungiselelo anxulumene nomrhumo wophuhliso lwamakhono kunye nomrhumo weminikelo.

(vi) Kufuneka asebenze njengombizi-ntlanganiso weKomiti yoQeqesho yoMasipala wesiThili saseCape Winelands (CWDM).

(vii) Ukuququzelela unxibelelwano phakathi kweBhunga neLGSETA.

(viii) Ukusebenza njengoMlungelelanisi weNgingqi egameni labo bonke oomasipala abakwimida yoMasipala wesiThili saseCape Winelands.

(ix) Ukulungelelanisa nokuzimasa iintlanganiso zarhoqo ngekota zeForam yaBaququzeleli boPhuhliso lwaMakhono beNgingqi yesiThili saseCape Winelands.

(x) Ukuzimasa nokunika ingxelo kwiintlanganiso zarhoqo ngeKota zeForam yaBaququzeleli boPhuhliso lwaMakhono ePhondo.

(xi) Ukumela uMasipala wesiThili saseCape Winelands kuwo onke amaqonga esizwe/ephondo/engingqi kwimfundo, kuqeqesho nakuphuhliso.

15. AMALUNGELO NOXANDUVA

15.1 IBhunga

(a) IBhunga linelungelo lokumisela amathuba emfundo, oqeqesho nophuhliso ngokuhambelana neenjongo zombutho, ekujoliswe kuko nezithintelo zohlahlo lwabiwo-mali, nokuvavanya/ukumisela iimfuno zophuhliso lwabaqeshwa.

(b) Uxanduva lweBhunga lubandakanya isibonelelo esilinganayo nesinobulungisa kubo bonke abasebenzi sokufumana amangenelo okufunda ngokuhambelana neemfuno ezisemthethweni kunye namaqhinga esizwe.

(c) Ukufumana kwakhona zonke iindleko ebezichithiwe, ngenxa yomphumela wenkcitho engenaziqhamo kunye/okanye engenamsebenzi.

15.2 Abaqeshwa

(a) Umqeshwa ngamnye unelungelo lokufunda, lokuqeqeshwa lokuphuhliswa ngokuhambelana neenjongo zombutho, ekujoliswe kuko nezithintelo zemali.

(b) Umqeshwa unelungelo lokufumana ingcaciso ephathelelene nophuhliso lwekhono, ngokunjalo nengcaciso yobugcisa.

(c) Abaqeshwa banyanzelekile ukuzimasa amangenelo okufunda, ukuba bathabathe inxaxheba kukufunda nokukhuphela ukufunda kwabo kwindawo yengqesho.

15.3 Imibutho yabasebenzi

(a) Imibutho yabasebenzi anelungelo lokuthethana nabaqeshwa nabalawuli, nokuba kuthethwano nayo ngemiba yemfundo, yoqeqesho nophuhliso.

(b) Inyanzelekile ukuba inxibelelane namalungu ayo ngokubhekiselele yonke kuyo yonke imiba yemfundo, yoqeqesho nophuhliso.

16. IINDLELA ZOKUSOMBULULA IMPIXWANO

Yonke imibuzo yempixwano/yoluleko ebhekiselele kwomfundo, uqeqesho nophuhliso olungenakho ukusonjululwa phakathi kwamaqela achaphazelekayo luya kuqwalaselwa ngokuhambelana kunye nenkqubo yokusombulula impixwano yeBhunga.

17. AMACANDELO EKOMITI KUNYE NEZIBONELELO ZOKUFUNDA NOTHETHWANO

17.1 Amacandelo ekomiti

IKomiti yoQeqesho engxabalazileyo (IKomiti yoQeqesho yoMasipala wesiThili saseCape Winelands (CWDM)) iqulathe abameli abaphuma kumqeshi, kwimibutho yabasebenzi kunye noMququzeleli woPhuhliso lwaMakhono.

17.2 Amaziko okufunda

(a) Amaziko okufunda aya kuchongwa elungiselelwa iinjongo zemfundo, zoqeqesho nophuhliso. La maziko okufunda aya kuxhotyiswa ngezixhobo zesiseko zoqeqesho namaziko ukulungiselela iimfuno zaBafundi.

(b) Ezinye iindawo ezifanelekileyo anakho ukuchongwa nokusetyenziswa kummandla wendawo yomsebenzi yabathunywa ukulungiselela ukunikezela ngamangenelo okufunda kungabakho luphazamisa lokunikezelwa kwenkonzo. Izixhobo zoqeqesho ezinokuthathwa ziya kufumaneka kulungiselelwa le njongo.

17.3 IMathiriyeli yoQeqesho nokuNikezelwa kwePhepha-mvume

(a) Izivumelwano ngelungelo lokushicilela umsebenzi womnye umntu kunye nabanikezeli benkonzo boqeqesho bangaphandle ziya kuhlonitshwa.

(b) Izivumelwano zamaPhepha-mvume ziyakunxulumana nemfundo, noqeqesho nophuhliso lwabo bonke abasebenzi boMasipala wesiThili saseCape Winelands (CWDM) yaye azisayi kuminywa zibe kwingingqi kuphela.

(c) Zonke izifundo zangaphakathi zoqeqesho eziphuhlisiweyo zihlala ziyipropati yoMasipala wesiThili saseCape Winelands (CWDM).

17.4 IMicimbi yabasebenzi

Umthetho-siseko wekhono lokwabelana uya kulandela.

17.5 Izibonelelo zemali

Uhlahlo lwabiwo-mali ollukwindawo enye olulungiselelwe imfundo, uqeqesho nophuhliso luyacetyiswa ukulungiselel ukuqinisekisa ngolungelelwaniso yayo yonke imisebenzi yokufunda ngeenjongo zokunikezelwa kwengxelo kwiLGSETA malunga nomiliselo lwesiCwangciso saMakhono kwindawo yeNgqesho.

17.6 Uthethwano

(a) Ukulungiselela ukunika uvuselelo kwiGatya 5(2)(f) loMthetho 35940 loMthetho woPhuhliso lwaMakhono, we-1998 (uMthetho onguNombolo 97 we-1998), ezinkqubo zilandelayo ezilungiselelwe uthethwano nabachapazelekayo ziyacetyiswa.

(b) Nangona, uqeqesho luhambelana nomsebenzi wolawulo, xa kumiselwa iimfuno zoqeqesho zesebe ukulungiselela ukubandakanywa kwisiCwangciso saMakhono kwiNdawo yeNgqesho, abalawuli ngqo baya kuthethana nabaqeshwa ngokubhekiselele kwiimfuno zabo zoqeqesho.

(c) Amasebe ayacetyiswa ukuba atyumbe umntu/abantu ukulungelelanisa umsebenzi woqeqesho kumasebe.

(d) Amasebe ayacetyiswa ukuba aseke iiKomiti zeSebe zokuQuquzelela uQeqesho ukulungiselela uthethwano nolungelelwaniso lwemisebenzi yoqeqesho.

(e) ABalungelelanisi boQeqesho beSebe baya kusebenza njengoZihlalo bezi Komiti zeSebe zoQeqesho yaye baya kuba noxanduva lokusebenza kweziKomiti zoQuquzelelo loQeqesho lweSebe.

(f) Ukuqulunqwa kwezi komiti kuya kuba ngabameli babo bonke abachaphazelekayo nabathathi-nxaxheba ngokokuba kweNtloko yeSebe efanelekileyo.

(g) Abathathi-nxaxheba (imibutho yabasebenzi) kufuneka ityumbe aBameli beMibutho yaBasebenzi ukuqinisekisa ngomdla wamalungu ayo kwezi ntlanganiso.

(h) Injongo yezi Komiti zeSebe zoQuquzelelo loQoqosho iya kuxoxwa ichongwe, ibekwe iliso, ivavanywe ze kunikwe ingcebiso kwiNtloko yeSebe ngayo yonke imiba enxulumene noqeqesho kumsebenzi woqeqesho okweloo candelo/sebe.

(i) Iintlanganiso zeKomiti yeSebe yoQuquzelelo loQoqosho ziya kubanjwa kube Kanye ngekota yaye ingxelo iya kungeniswa kwiKomiti yoQeqesho ukuze iqwalaselwe.

(j) IiNtloko zeSebe kunye/okanye aBalungelelanisi boQeqesho beSebe baya kuthi theca ezi ngxelo kwiKomiti yoQeqesho.

(k) Ukuxhotyiswa nokuphuhliswa kwabaqeshwa kubonelela umqeshwa kunye nombutho, ngoko zonke iinzame kufuneka zenziwe zokuba kufikelelwe kwisivumelwano phakathi kwabachaphazelekayo.

(l) Ukuba ngaba akufikelelwanga esivumelanweni phakathi kwamaqela, iNdlela yokuSombulula iMpixwano ekubhekiselelwe kuyo kumhlathi we-16 iya kulandelwa.

18. UKUZIBOPHELELA KWIMISEBENZI NAMATHUBA OQEQESHO NOPHUHLISO

18.1 UMasipala wesThili saseCape Winelands (CWDM) uzibophelele ekususeni izithintelo kwimfundo, uqeqesho nophuhliso lwabasebenzi yaye uya kuququzelela ubandakanyo lomqeshwa kwimisebenzi enjalo. Ngokunjani, abaqeshwa kunye/okanye ooceba balindeleke ukuba bahloniphe ukuzibophelela koMasipala wesiThili saseCape Winelands (CWDM) kuphuhliso lwabo nokuziphatha ngokufanelekileyo xa bethabatha inxaxheba kumathuba oqeqesho nophuhliso.

18.2 Uqeqesho nophuhliso lunendleko kwiziko, ingekuko okubhekiselele kwixesha kuphela nezibonelelo ekutyalwa imali kuzo kumangenelelo kodwa ngokunjalo nexesha elichithwa ngabaqeshwa ngokuthabatha inxaxheba kwiinkqubo ezinjalo.

18.3 Bonke abaqeshwa/ooceba abathatha inxaxheba kumangenelo oqeqesho nophuhliso baxhaswa ngemali nguMasipala wesiThili saseCape Winelands (CWDM) elungiselelwe iindleko zokuthabatha kwabo inxaxheba. Kwimeko apho abaqeshwa kunye/okanye ooceba bathe abaluzalisekisa uxanduva lwabo ngokuhambelana nesifundo esithile okanye inkqubo, ixabiso lethuba elo liya kuhlawulwa ngumqeshwa/uceba kuMasipala wesiThili saseCape Winelands (CWDM).

18.4 Abaqeshwa ngabanye kunye/okanye ooceba banakho ukuthi kumathuba ngamathuba bathabathe izigqibo ezingezizo ngokubhekiselele kukubandakanyeka kwabo kuqeqesho nophuhliso umz. Banokwenza isicelo okanye batyunjelwe isifundo esinzima kakhulu ngokophuhliso lwabo lwangoku lwekhono okanye ukuchanatywa. Ngeli thuba umlawuli othe ngqo necandelo leMicimbi yaBasebenzi lizamela ukukuthintela oku ngokusetyenziswa kwenkqubo yalo yokukhetha, le ngozi isoloko ikho. Abantu akufuneki bagwetywe ngokwenza izigqibo ezingalunganga njengoko oku kungakuthintela ukuzinikela kwabo ekuthatheni umngcipheko ngokubhekiselele kuphuhliso lwabo.

(a) Ngoko, umahluko uya kwenziwa phakathi kwabo basilelayo ukuhlangabezana neemfuno zenkqubo yoqeqesho nophuhliso ngenxa yokungakhathali kunye nabo bazamela ukufezekisa iimfuno kodwa basilela ngenxa yeemeko ezingezizo ezokungakhathali nokungabi namdla.

(b) Aba bokugqibela akusayi kufuneka babuyise iindleko zethuba lophuhliso.

(i) Uvavanyo lwaphambi kwesifundo luya kusetyenziswa apho kuyimfuno okunciphisa ezi meko.

18.5 Abaqeshwa/ooceba abangazihlangabeziyo iimfuno zesifundo baya kucetyiswa liCandelwana: uQeqesho noPhuhliso ngemiba erheshayo yokuqhubeka ukuhlangabezana neemfuno zesifundo.

(a) Izizathu zokungahambelani ziya kuvavanywa.

(b) Apho kunokwenzeka nokufanelekileyo, iCandelwana: uQeqesho noPhuhliso liya kuzama ukunceda abantu ukusombululo nawuphi na umsebenzi onxulumene neenzima.

18.6 Izizathu zabaqeshwa bokukhutshwa kwisifundo ziya kubandakanya:

(a) Ukusilela ukuhambelana neemfuno zenkqubo nangona bezazi ezi mfuno umz. Ukungawaqwalaseli amathuba afunekayo, nokungangenisi izifundo, ukungasiqalisi isifundo emva kokwenza isibophelelo sokuthabatha inxaxheba kwisifundo nokusilela ukwazisa umququzeleli ngoku kwangethuba.

(b) Ukusilela ukunxibelelana ngobunzima ekuhlangabezeni iimfuno zenkqubo nomlawuli othe ngqo ofanelekileyo kunye/okanye iCandelwana: UQeqesho noPhuhliso.

18.7 Ooceba kunye/okanye amagosa aqinisekise ukubakho kuqeqesho olucwangcisiweyo kunye neendibano zengxoxo nokuzalisekisa iimfuno zezifundo ezixhityiweyo aya kuthwaliswa uxanduva lweendleko ezichithiweyo ngenxa yezizathu ezilandelayo:

(a) Ukungazimasi isifundo soqeqesho ngaphandle kwesizathu esivakalayo.

(b) Ungazimasi isifundo soqeqesho esipheleleyo ngaphandle kwesizathu esivakalayo.

(c) Ukungahambelani ngokubhekiselele kwinqobo yovavanyo lwesifundo soqeqesho, okt.:

(i) Ukungangeniswa komsebenzi wesifundo.

(ii) Ukungangeniswa kwePotfoliyo yoBungqina.

(iii) Ukungagqitywa kwesifundo soqeqesho ngaphandle kwesizathu esivakalayo (ukushiya isifundo phakathi).
(iv) Ukungazimasi kunye/okanye ukungagqitywa kweemvavanyo.

18.8 Kwimeko, apho ngenxa yemfuno zokusebenza, umgqatswa ochongiweyo AKANAKHO ukuzimasa isifundo soqeqesho:

(a) UMlawuli othe ngqo ofanelekileyo/uSomlomo/uSodolophu kufuneka kwangethuba (kwiiveki ezimbini phambi kokuqaliswa kwesifundo soqeqesho) angenise inkuthazo ebhaliweyo kwiCandelwana: uQeqesho noPhuhliso.

(b) Abasebenzi beNkonzo eNgxamileyo ababandakanywa (a), nangona kunjalo ubungqina benkonzo engxamileyo kufuneka bungeniswe kwiCandelwana: uQeqesho noPhuhliso kwisithuba seentsuku ezimbini zomsebenzi emva kokusabela kwimeko engxamileyo efanelekileyo.

(c) UMlawuli othe ngqo ofanelekileyo/uSomlomo/uSodolophu kufuneka, apho kufanelekileyo bafake abanye abafundi abafanelekileyo endaweni yabo bafundi bachongiweyo.

(d) Kwimeko apho konke oku kungasentla kuhanjelwene nako, iCandelwano: uQeqesho noPhuhliso ngentsebenziswano nomlawuli othe ngqo nomlawuli othe ngqo/uSomlomo/uSodolophu kunye nomnikezeli wenkonzo banokuthetha-thethana ngokucwangciswa ngokutsha kwesifundo soqeqesho esixhityiweyo.

18.9 Kwimeko apho umnikezeli ngenkonzo erhoxise/esiyekile/esirhoxisele elinye ixesha isifundo soqeqesho, uMfundi/abafundi abasayi kuthwaliswa luxanduva lweendleko ezisetyenzisiweyo.

18.10 UMlawuli: uQeqesho noLawulo lweNdlela yokwenziwa koMsebenzi uya kuphanda ngalo lonke ulwaphulo lomthetho olutyholwayo lwalo Mgaqo-nkqubo yaye anike iingcebiso kwiNtloko yeMicimbi yaBasebenzi ngalo mba.

18.11 Amatyala alungiselelwe uphando aya kuqhutywa ngamathuba angalungeleliswanga, kuthathelwa ingqalelo zonke iimeko zokungahambelani.

19. IMFUNDO YABADALA NOQEQESHO (AET)

19.1 Injongo yeAET kukulungiselela abantu abadala abanemfundo ephantsi kakhulu okanye engekho sikweni kulungiselelwa amava okufunda namathuba.

19.2 UMasipala wesiThili saseCape Winelands (CWDM) uyayingqina into yokokuba inkqubo yeAET idinga ingqwalasela eyiyo nengengqongqo ebhekiselele kwinkqubela phambili yaBafundi.

19.3 Kwimeko yenkqubo yeAET, ifilosofi nemithetho-siseko yeMfundo eSekwi kwiZiphumo (OBE) iya kunkqenkqeza phambili. Ngoko, le mithetho-siseko ilandelayo iya kusebenza:

(a) Iinkqubo zeAET kufuneka zibeke uMfundi esazulwini.

(b) Iziphumo eBalulekileyo yeZifundo eziNqamlezanayo (Amakhono oBomi abalulekileyo) kufuneka asekele nayiphi na inkqubo ye AET.

(c) Ukuchonga nokusombulula iingxaki kusetyenziswa ukucinga nzulu nokunovuselelo.

(d) Ukusebenza ngokufanelekileyo kwiqela.

(e) Ukuququzelela nokuzilawula nokulawula imisebenzi yakho.

(f) Ukuqokelela, ukuhlahlela, ukuququzelela nokuvavanya ingcaciso ngengqiqo.

(g) Ukunxibelelana ngokufanelekileyo kusetyenziswa okubonwayo okanye okubhaliweyo/okomlomo kwamakhono emethametika kunye/okanye olwimi.

(h) Ukusetyenziswa kwesayensi netheknoloji ngokufanelekileyo, ngokhuseleko nangengqiqo.

(i) Ukubonisa ingqiqo yelizwe (njengeseti yeenkqubo ezinxulumeneyo) kuthathelwa ingqalelo into yokuba ubume bokusonjululwa kwengxaki abukho nje bodwa.

(j) Ukunikela kuphuhliso lomntu oluphele leyo lomntu, ngokusetyenziswa kolwazi:

(i) Lwendlela yokufunda ngokufanelekileyo;
(ii) Lwendlela yokuba ngummi onoxanduva;
(iii) Lwendlela yolwazi lwentlalo; kunye
(iii) Lwendlela yokuhlola amathuba emfundo.

19.4 Ngokufanelekileyo, ummandla wekhono ngokuhambelana nenkqubela phambili kwiziqinisekiso ezifanelekileyo kunye neenkqubo zokufunda ezizezinye kufuneka zichongwe.

19.5 Abafundi beAET abangakho baya kuchongwa ngokuhambelana neziqinisekiso zabo ezikhoyo (okanye ukusilela okulapho) yaye ubhaliso luya kuba lolokuzithandela.

19.6 Abafundi beAET abangakho baya kuvavanywa ngaphambii ze bafakwe kumanqanaba eAET ahambelana neziphumo.

19.7 Ukuqhubela phambili kwabafundi abakwiinkqubo yeAET iya kumiselwa ngomntu ngamnye, kusekwe kuvavanyo lwangaphambili neengxelo zenkqubela ezifunyenwe kumnikezeli wenkonzo.

19.8 Abafundi beAET baya kufuneka ukuba basayine ifomu yokuZibophelela echaza:

(a) Iziphumo zezifundo ekufuneka zifezekiswe;
(b) Amathuba nexesha lokufunda;
(c) Kwinkxaso yokufunda efunekayo (ukuxhaswa nokufundiswa kwindawo yengqesho); kunye
(d) neZibonelelo eZangezelelweyo zokufunda (ukuba zikho).