health

Department:
Health
REPUBLIC OF SOUTH AFRICA

UMNYANGO KAZWELONKE WEZEMPILO: INQUBOMGOMO YOLIMI

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1 Izincazelo

"**Umthetho**"	Wokusetshenziswa Kwezilimi Ezisemthethweni, 2012

(Umthetho Ongunombolo 12 wezi-2012)

"**UMthethosisekelo**"	UMthethosisekelo Wezwe LaseNingizimu Afrika, 1996
"I-**DG, Umqondisi-Jikelele**"	Umqondisi-Jikelele WoMnyango Kazwelonke Wezempilo
"**UNgqongqoshe**"	UNgqongqoshe WezeMpilo
"I-**NDOH**"	UMnyango Kazwelonke Wezempilo
"I-**PanSALB**"	Ibhodi YaseNingizimu Afrika ebhekelele IziLimi Zakuleli,

eyasungulwa ngokoMthetho Webhodi Elibhekelele Izilimi ZaseNingizimu Afrika, 1995 (Umthetho Ongunombolo 59 we-1995)

"**INqubomgomo**"	Inqubomgomo Kazwelonke Yezilimi KuMnyango Wezempilo
"**Izimiso**"	Izimiso njengokusho KoMthetho
"**IRiphabhulikhi**"	IRiphabhulikhi YaseNingizimu Afrika

2 Izisetshenziswa zomthetho

2.1 UMthethosisekelo WaseNingizimu Afrika, 1996

2.2 UMthetho Wokusetshenziswa Kwezilimi Ezisemthethweni, 2012

2.3 Izimiso ngokusho kwesigaba 13 soMthetho Wokusetshenziswa Kwezilimi Ezisemthethweni, 2012

3 Isikophu

3.1 Le Nqubomgomo ibhekiswe kulaba:

3.2 bonke abasebenzi boMnyango Kazwelonke Wezempilo

3.3 imiqulu eshicilelwe yagaywa uMnyango Kazwelonke Wezempilo

4 Inhloso nezinjongo zokulawulwa kwale Nqubomgomo

4.1 Le Nqubomgomo iyadingeka njengokusho kwesigaba 4 soMthetho, njengalokhu okulandelayo:

4.1.1 isigaba 4(1) sihlinzeka ngokuthi yonke iminyango kazwelonke, izinhlangano zomphakathi kuzwelonke kanye namabhizinisi omphakathi kuzwelonke kufanele abe nenqubomgomo yezilimi lapho isebenzisa izimili ezisemthethweni, kanti futhi

4.1.2 isigaba 4(2) sihlinzeka ngokuthi iNqubomgomo yolimi eyenziwe njengokusho kwesigatshana (1) kufanele:

4.1.2.1 iqagule izilimi ezintathu iminyango kazwelonke, izinhlangano zomphakathi kuzwelonke kanye namabhizinisi omphakathi kuzwelonke, azozisebenzisela izinjongo zikahulumeni,

4.1.2.2 ibeke ngokusobala ukuthi izilimi ezisemthethweni zizosetshenziswa kanjani ngokuyimpumelelo ukuxhumana nomphakathi, izaziso ezisemthethweni, izishicilelo zikahulumeni, kanjalo nokuxhumana ngaphakathi nangaphandle kukahulumeni,

4.1.2.3 ichaze ukuthi iminyango kazwelonke, izinhlangano zomphakathi kuzwelonke kanye namabhizinisi omphakathi kuzwelonke zizoxhumana kanjani ngokuyimpumelelo namalungu olimi lwawo olungesiyo ingxenye yezilimi ezikhethiwe ezisemthethweni, noma uLimi LwaseNingizimu Afrika Lokusayina Ngezandla,

4.1.2.4 ichaze ukuthi amalungu omphakathi azofinyelela kanjani iNqubomgomo yezilimi, kanjalo

4.1.2.5 nokuhlinzeka ngezindlela zokufaka izikhalazo ukuze amalungu omphakathi afake izikhalo mayelana nokusetshenziswa kwezilimi ezisemthethweni ngumnyango kazwelonke, izinhlangano zomphakathi kuzwelonke kanye namabhizinisi omphakathi kuzwelonke.

5 Imigomo

5.1 Imigomo yale Nqubomgolo:

5.1.1 Ukuzibophezela ekuqhakanjisweni kwezilimi ezisemthethweni kuMnyango Kazwelonke Wezempilo ukuze kuqinisekiswe ukulingana kwezilimi ngokomthethosisekelo namalungelo ezolimi njengokusho kombuso wentando yeningi;

5.1.2 Ukuqinisekisa ukuphathwa ngokulinganayo kwezilimi ezisemthethweni kuRiphabhulikhi kanye nokuqinisekisa ukufinyeleleka ngokulinganyo kwezinsiza nolwazi loMnyango Kazwelonke Wezempilo;

5.1.3 Ukuqhakanjiswa kokusetshenziswa kolimi okuhle nguMnyango Kazwelonke Wezempilo ukuze kuqinisekiswe ukuhlinzekwa kwezinsiza zomphakathi okuhlangabezana nezidingo zomphakathi; kanjalo

5.1.4 Nokugwema ukusetshenziswa kwanoma yiluphi ulimi (izilimi) ngenhloso yokuxhaphaza, ukucindezela kanye nokucwasa phakathi kuMnyango Kazwelonke Wezempilo.

6 Umsebenzi Womnyango Kazwelonke Wezempilo

6.1 Isigaba sama-21 soMthetho Kazwelonke Wezempilo, 2004 sibeka ngokusobala imisebenzi Yomnyango Kazwelonke Wezempilo njengalokhu okulandelayo:

6.1.1 ukuqaliswa kokusebenza kwenqubomgomo yezempilo;

6.1.2 ukukhipha imihlahlandlela yokuqaliswa kokusebenza kwenqubomgomo kazwelonke yezempilo; kanye

6.1.3 nokushicilelwa nokuqhakanjiswa kokuthotshelwa, kwemigomo nezimiso zezindaba zezempilo.

6.2 Ngokusho Kohlelo Oludidiyelwe Lukazwelonke, imigomo yoMnyango Kazwelonke Wezempilo ibandakanya:

6.2.1 isikhathi sokuphila esiyiminyaka elinganiselwa kwengama-70 kwabesilisa nabesifazane;

6.2.2 isizukulwane sabaneminyaka engaphansi kwengama-20 esingenalo igciwane leSandulela-Ngculazi;

6.2.3 ukwehla okukhulu ngokuphindwe komthwalokwezifo ezinzima kuqhathaniswa neminyaka engamashumi amabili edlule;

6.2.4 izinga lokufa kwezinsana ezingaphansi kwezingama-20 phakathi kweziyi-1 000 ezizelwe kanye nezinga lokufa kwezingane ezineminyaka emihlanu okungaphansi kwezingu-30 phakathi kweziyi-1 000;

6.2.5 inguquko ephelele ekuhlinzekweni kwezinsiza zezempilo ngokulingana, ukugculisa, impumelelo kanye nekhwalithi

6.2.6 ukuhlinzeka okungujikelele, kanjalo

6.2.7 nobungcuphe obubekwa yizimbangela zezifo emphakathini kanye nezinkinga zezemvelo kunciphe kakhulu.

7 Uphiko lwezolimi kuMnyango Kazwelonke Wezempilo

7.1 Uma selusunguliwe, Uphiko Lwezilimi kuMnyango Kazwelonke Wezempilo luzokweseka le nqubomgomo. Imisebenzi yophiko lwezilimi luzokwazi ukuba:

7.1.1 lweluleke uMqondisi-Jikelele ngokwenziwa, ukwamukelwa kanye nokuqaliswa ukusebenza kwale Nqubomgomo;

7.1.2 ukulandelela nokuhlola ukusetshenziswa kwezilimi ezisemthethweni uMnyango Kazwelonke Wezempilo;

7.1.3 ukulandelela nokuhlola ukuthotshelwa kwale nqubomgomo;

7.1.4 ukuqokelelwa nokulethwa kombiko kuNgqongqoshe WezobuCiko Namasiko naku-PanSALB njengokusho kwesigaba 9 soMthetho;

7.1.5 ukugqugquzelwa kokuphathwa ngokulingana kwezilimi ezisemthethweni zeRiphabhulikhi;

7.1.6 ukugqugquzela ukufinyeleleka kwezinsiza nemininingwane yoMnyango Kazwelonke Wezempilo

7.1.7 ukukhuthazwa kokuphathwa okuhle kolimi; kanjalo

7.1.8 nokwenziwa kwanoma emiphi imisebenzi uNgqongqoshe WezobuCiko Namasiko angathi ayenziwe.

8 Ukuqeqesha nokuthuthukiswa kwamakhono

8.1 Ukuze kufinyelelwe ekubeni ukuqaliswa kokusebenza kwale nqubomgomo kube ngokuhlelekile nokuyimpumelelo, Uphiko Lwezolimi kuMnyango Kazwelonke Wezempilo luzocebisa ukuba kube noqeqesho nokusebenza ngokuthuthukiswa kwamakhono.

9 Izilimi ezisemthethweni kuMnyango Kazwelonke Wezempilo

9.1 INingizimu Afrika iyizwe elinezilimi eziningi lapho kunezilimi ezilinganiselwa kwezingama-25 ezikhulunywayo, nalapho eziyi-11 zaziwa njengezisemthethweni ngokusho Kwesigaba 6 soMthethosisekelo (Umthetho Ongunombolo. 108 we-1996), phezu kwamaphuzu okuthi zisetshenziswa ngabantu abangamaphesenti angama-98 esizwe. Izilimi ezisemthethweni yilezi: isiNdebele, isiXhosa, isiZulu kanye nesiSwati (nezibizwa ngezilimi zesiNguni); Sesotho, Sepedi kanye neSetswana (nezibizwa ngezilimi zesiSuthu); Tshivenda, Xitsonga, isiNgisi kanye ne-siBhunu.

9.2 Ukusetshenziswa kwezilimi eNingizimu Afrika:

Izilimi ZaseNingizimu Afrika		
Ulimi	**Inani Labalukhulumayo***	**% yesamba esiphelele**
IsiZulu	10 677 315	23.82
IsiXhosa	7 907 149	17.64
Afrikaans	5 983 420	13.5
Sesotho sa Leboa (Sepedi)	4 208 974	9.39
Setswana	3 677 010	8.2
English	3 673 206	8.2
Sesotho	3 555 192	7.93
Xitsonga	1 992 010	4.44
SiSwati	1 194 433	2.66
Tshivenda	1 021 761	2.28
IsiNdebele	711 825	1.59
Other	217 291	0.48
ISAMBA ESIPHELELE	**44 819 777**	**100**

**Zikhulunywa njengolimi lwebele*

Umthombo: Ubalobantu lwezi-2011

9.3 Kuncike kulezi zibalo zezilimi ezingenhla kubandakanya nokusetshenziswa, ukusebenziseka, izindleko, izimo zezizinda kanye nokulinganiswa kwezidingo nokukhethwa ngumphakathi ohlinzekwayo ngezidingo, uMnyango Kazwelonke Wezempilo ukhetha izilimi ezilandelayo zeRiphabhulikhi njengezilimi ezisemthethweni ngezizathu zale Nqubomgomo:

9.2.1 IsiZulu

9.2.2 Sesotho sa Leboa (Sepedi)

9.2.3 isiNgisi

10 Ukusetshenziswa Kwezilimi ezisemthethweni kuMnyango Kazwelonke Wezempilo

10.1 Ithebuli elingezansi likhombisa ukuthi uMnyango Kazwelonke Wezempilo uzosebenzisa kanjani izilimi ezisemthethweni ezikhethiwe:

Izinjongo zokuxhumana nabantu abahlosiwe	Ulimi (izilimi)
Ukuxhumana nomhlaba	isiNgisi
Ukuxhumana phakathi nangaphandle kweminyango yahulumeni	isiNgisi
Ukuxhumana ku-inthanethi (isizindalwazi, izinkundla zokuxhumana)	isiNgisi Imibuzo etholakale ngezinkundla zezokuxhumana izophendulwa ngolimi olusemthethweni olukhethwe yikhasimende
Izishicilelo ezisemthethweni zoMnyango Kazwelonke Wezempilo	isiZulu Sesotho sa Leboa (Sepedi)

	isiNgisi
Ukuxhumana namalungu omphakathi (ukuxhumana nomphakathi ngokubhaliwe)	isiZulu Sesotho sa Leboa (Sepedi) isiNgisi (Ngokubhekelelwa kokusetshenziswa, ukufinyeleleka nezindleko)
Ukuxhumana namalungu omphakathi (ukuxhumana kukhulunywa)	Izilimi eziyi-11 ezisemthethweni zaseNIngizimu Afrika (Ngokubhekelelwa kokusetshenziswa, ukufinyeleleka nezindleko)
Imihlangano nomphakathi (Izimbizo, nemibukiso yomphakathi)	Izilimi eziyi-11 ezisemthethweni zaseNIngizimu Afrika (Ngokubhekelela izimo zesizinda leso)
Imibhalo efundisayo ekhuluma ngezempilo nokubheduka kwezifo ezithile	Izilimi eziyi-11 ezisemthethweni zaseNingizimu Afrika (Ngokubhekelela izimo zesizinda leso)
Ukuxhumana nabanenkinga yokuzwa nokubona	UMnyango Kazwelonke Wezempilo uzolungiselela izinsiza zokutolikela olimini Lokusayina Ngezandla lwaseNingizimu Afrika kanye naku-Braille noma uma kungenjalo kuhlinzekwe ngenkulumo eqoshiwe lapho icelwa.

11 Ukuxhumana namalungu omphakathi izilimi zawo ezingekho kulezi ezisemthethweni kuRephabhulikhi

11.1 Ilungu lomphakathi elinesifiso sokuxhumana noMnyango Kazwelonke Wezempilo ngolimi olungekho kulezi ezisemthethweni zeRiphabhulikhi kufanele lazise uMnyango Kazwelonke Wezempilo ngokuwubhalela.

11.2 Kuzobe sekubhekelwelwa umuntu ngamunye/ingqikithi, ukusebenziseka, ukufinyeleleka kanye nokutholakala kwezimali zokuhumusha.

12 Ukuxhumana namalungu omphakathi izilimi zawo eziwuLimi LwaseNingizimu Afrika Lokusayina Ngezandla

12.1 Ilungu lomphakathi elinesifiso sokuxhumana noMnyango Kazwelonke Wezempilo ngolimi LwaseNingizimu Afrika Lokusayina Ngezandla kufanele lazise uMnyango Kazwelonke Wezempilo ngokuwubhalela.

12.2 Kuzobe sekubhekelwelwa umuntu ngamunye/ingqikithi, ukusebenziseka, ukufinyeleleka kanye nokutholakala kwezimali zokuhumusha.

13 Ukushicilelwa nokufinyeleleka kwale Nqubomgomo

13.1 Le Nqubomgomo izoshicilelwa ngezilimi ezintathu ezikhethwe nguMnyango Kazwelonke Wezempilo njengokusho kwesigaba 4(2) (b) soMthetho.

13.2 Le Nqubomgomo izotholakala kusizindalwazi soMnyango Kazwelonke Wezempilo (http://www.health.gov.za)

13.3 Izophinda itholakale endaweni yokwamukela izivakashi kuwo wonke amahhovisi oMnyango Kazwelonke Wezempilo.

14 Indlela yokufakwa kwezikhalazo

14.1 Noma ngubani ongenelisekile ngesinqumo soMnyango Kazwelonke Wezempilo mayelana nokusetshenziswa nokusebenzisa kwawo izilimi ezisemthethweni angafaka isikhalazo esibhaliwe asilethe Kumqondisi-Jikelele.

14.2 Noma yisiphi isikhalazo kufanele senziwe ngokuba:

14.2.1 Sibhalwe phansi, kanti futhi

14.2.2 Esikhathini sezinyanga ezintathu zokuba khona kwesikhalo.

14.3 Noma yisiphi isikhalazo esenziwe kufanele siqagule igama, ikheli, kanye nemininingwane yokuxhumana nomuntu osenzile.

14.4 Noma yisiphi isikhalazo esifakiwe kufanele sihlinzeke ngemininingwane ephelele yencazelo yesikhalazo.

14.5 UMqondisi-Jikelele angacela noma ngemiphi eminye imininingwane eyengeziwe edingekayo ukubukwa kwesikhalazo kanye nokwethamela umhlangano ngenhloso yokubuza ngomlomo kulowo ofaka isikhalazo.

14.6 UMqondisi-Jikelele uzobuka isikhalazo bese ephendula ngencwadi, kungakapheli izinyanga ezintathu isikhalo safakwa, azisa umfakisicelo ngesinqumo.

14.7 Uma umfakisicelo engenelisekile ngesinqumo sikaMqondisi-Jikelele, angabhalela uNgqongqoshe adlulisele isikhalo kuyena.

15 Ukubukezwa kwenqubomgomo

Le Nqubomgomo iyobukezwa noma nini lapho kunesidingo esikhathini esiyiminyaka emihlanu.

UKUGUNYAZWA KWENQUBOMGOMO

Ididiyelwe	Umqondisi: Ukuxhumana kwezangaphakathi
Umgcini	Umqondisi Ophezulu: Ukuxhumana Nokuxoxisana Kwababambiqhaza
Ukugunyazwa	**uNgqongqoshe weZempilo**
Usuku lokuqala ukusetshenziswa	Okuqukethwe kule nqubomgomo kuzoqala ukusebenza kusukela ngosuku okuzogunyazwa ngalo nguNgqongqoshe, ngaphandle uma kushiwo okunye.

Igunyaziwe:

Dkt. Aaron Motsoaledi
uNgqongqoshe weZempilo
Usuku: 05/08/2015