

ISAZISO SIKAHULUMENI
UMNYANGO WEZEMPILO KAZWELONKE

INO. R.

2024

UKUSHICILELWA KWEMITHETHONQUBO EHLONGOZWAYO
YOKUPHATHA YESIKHWAMA UKUZE UMPHAKATHI UPHAWULE

Mina, Pakishe Aaron Motsoaledi, uNgqongqoshe Wezempilo, ngihlose ukwethula Imithethonqubo Yokubusa eMthethweni Womshuwalense Wezempilo Kazwelonke, wezi-2023 (uMthetho 20 wezi-2023).

IMithethonqubo ngokwesigaba sama-55(1)(x), (z) kanye no-(Za) ihlose ukuhlinzekela ukusungulwa kwezinhloko nezinqubo zokuphatha isiKhwama.

Ngalokhu ngishicilela iMithetho ehlongozwayo njengoba ibekwe oHlelweni ukuze uthole ulwazi olujwayelekile kanye nokuphawula komphakathi.

Umphakathi uyaminywa ukuthi ulethe izethulo ezibhalwe phansi ngohlaka lweMithethonqubo phakathi kwezinyanga ezintathu zekhalenda kusukela ngosuku lokushicilelwa kwalesi Saziso kuSomqulu Kahulumeni.

Izethulo ezibhaliwe ezitholwe ngemva kosuku lokuvala zingase zingabhekwa.

Zonke izethulo nokuphawula kufanele zithunyelwe kanje:

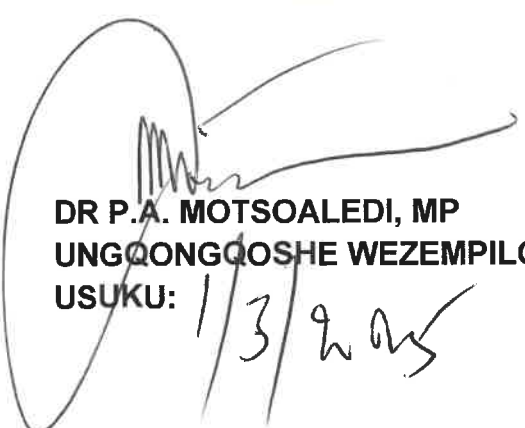
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USUKU: 1/3/2025

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YEZI-2024

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ISAPHLUKO 1 UKUHLUMUSHA

1. Izincazelo

Kule mithethonqubo, noma iyiphi inkulumbo echazwe eMthethweni inaleyo ncazelo, futhi, ngaphandle uma ingqikithi isho okuhlukile -

“uMthetho” kusho uMthetho Womshuwalense Wezempilo Kazwelonke, wezi-2023 (uMthetho 20 wezi-2023)

“AmaKomidi Abaluleki” kushiwo amaKomidi okukhulunywe ngawo eSahlukweni sesi-7 soMthetho;

“Amakomidi Amabhodi” kushiwo amaKomidi okukhulunywe ngawo eSahlukweni sesi-6 soMthetho;

“uMqondisi-Jikelele” kushiwo uMqondisi-Jikelele woMnyango Wezempilo Kazwelonke;

“isethi yamakhono” kusho ubungoti bezobuchwepheshe, amakhono kanye nolwazi noma isipiliyoni esidingekayo kumalungu –

- (i) eBhodi elihlongozwe esigabeni se-13(5)(b) soMthetho; noma
- (ii) eKomidi Lokweluleka Ngemihlomulo elihlongozwe esigabeni sama-25(2); noma
- (iii) eKomidi Lemihlomulo Yezempilo elihlongozwe esigabeni sama-26(2) soMthetho.

ISAPHLUKO 2 IPHANELI LABALULEKI BESIKHASHANA

2. Ukuhlenganiswa kwephaneli labaluleki besikhashana

- (1) Iphaneli labeluleki besikhashana elihlongozwe esigabeni se-13(3) soMthetho liqukethe -

- (a) ijaji eselathatha umhlalaphansi eliqokwe uNgqongqoshe ukuba libe ngusihlalo wephaneli;
- (b) amalungu angekho ngaphezu kwayisi-8 futhi angekho ngaphansi kwayi-4 aqokwe uNgqongqoshe kubantu abanekhono elithile ukuze bacubungule amakhono amakhandidethi –
 - (i) abahlonzwe yi*Statutory Health Professions Councils*, izinhlangano ze-actuarial, i*South African Institute of Chartered Accountants*, isayensi yezempilo kanye nomkhakha wezohwebo wezikhungo zemfundo ephakeme; futhi
 - (ii) ababonisa kabanzi ukwehlukahlukana kweRiphabhulikhi.
- (2) UNgqongqoshe kufanele akhiphe kuSomqulu isimemo sokuthi izinhlaka okukhulunywe ngazo kwisigatshana somthethonqubo (1) zihlonze abantu abahlongozwe kwisigatshana somthethonqubo (1)(b) abazoqokwa kuphaneli labaluleki besikhashana.
- (3) UNgqongqoshe kufanele aqoke amalungu ephaneli labeluleki besikhashana ngokwemigomo nemibandela isikhathi esingeqile eminyakeni emine.
- (4) Ngemva kokuqoka amalungu ephaneli lokululeka ngokwesikhashana, uNgqongqoshe kufanele anikeze isaziso sokuqokwa ngencwadi yokufuna umsebenzi yalowo nalowo –
 - (a) kuSomqulu;
 - (b) ephephandabeni elilodwa likazwelonke; futhi
 - (c) kuwebhusayithi yesiKhwama.

3. Imisebenzi yephaneli labaluleki besikhashana

- (1) Iphaneli labaluleki besikhashana kufanele-
 - (a) libuyekeze uhlu elinikezwe lona ngokomthethonqubo 5(3)(f);

- (b) lenze inhlokhono esidlangalaleni nabaqokiwe abakhethiwe kanye nanoma yimuphi omunye umuntu oqokiwe engase imkhombe kulolo hlu;
- (c) lincome amakhandidethi angaqokwa uNgqongqoshe ngezizathu zamakhono abo okuthi uma ecutshungulwa ngokuhlanganyela, azokwenza bakwazi ukwenza imisebenzi yabo ngaphansi koMthetho; futhi
- (d) uma uNgqongqoshe noma iKhabhinethi ingavumi ukuqasha noma iyiphi ikhandidethi enconyiwe, iphaneli kufanele licubungule futhi lincome amanye amakhandidethi ohlwini okukhulunywa ngalo kumthethonqubo 5(3)(e)(ii) no-(iii).

ISAPHLUKO 3

IBHODI LESIKHWAMA

Ingxenye 1: Ukuqokwa nokususwa kwamalungu eBhodi

4. Ukuqokwa kwamakhandidethi

- (1) Ngaphezu kwesaziso esikuSomqulu esihlongozwe esigabeni se-13(2), uNgqongqoshe kufanele ashicilele isaziso esibiza ukuphakanyiswa kwegama eBhodini. –
 - (a) kusizindalwazi seSikhwama; futhi
 - (b) okungenani ephephandabeni elilodwa likazwelonke
- (2) Inhloso yezaziso ezihlongozwe kwisigatshana somthethonqubo (1)–
 - (a) ukuheha iqoqo elibanzi kakhulu lamakhandidethi ngamasethi amakhono anezizinda ezihlukene kanye namaphrofayili obunjalo babo; kanye
 - (b) ukukhuthaza ukuqokwa kwabathintekayo abehlukene okuhlanganisa izinhlangano zabasebenzi bezempilo, izinhlangano ezimele abasebenzi nezinhlangano zabaqashi, nezinhlangano zomphakathi.
- (3) Isaziso kufanele –

- (a) ukuze sazise abaqoki, abaqokiwe kanye nethimba labaluleki besikhashana ngezimfuneko zobulungu beBhodi, kubekwe lezo zidingo kusezithi ngayinye yamakhono okuhlenganisa -
 - (i) incazelo yezindima ngokwezidingo zomsebenzi kanye nezibopho;
 - (ii) amakhono adingekayo ukuze kuboniswe ukusebenza ngempumelelo kwendima;
 - (iii) iziqu zemfundo;
 - (iv) ubulungu bezinhlangothi zezobungoti.
 - (b) Sicele abaqoki kanye nabaqokiwe ukuthi bagcwalise Amafomu elikaMqoki kanye neloQokiwe eZithasiselweni 1.1 kanye no-2.1 ngokulandelana bese bewathumela kuMqondisi-Jikelele; futhi
 - (c) Sibize ukuphakanyiselwa ukuba yilungu leBhodi.
- (4) Ukuze ufaneleke, umuntu oqokiwe kufanele –
- (a) ahlengabezane nezidingo zesigaba se-13(5), izigaba 16(1) kanye no-2)(a) zoMthetho futhi akalona ilungu lesishayamthetho sikazwelonke noma sesifundazwe noma umkhandlu kamasipala; futhi
 - (b) baqokwe ngabantu abangekho ngaphansi kwabahlanu bemvelo noma igatsha, okuhlenganisa nethrasti, futhi, kuye ngokuthi yikuphi, ohlala noma obhalisiwe eRiphabhulikhi.

5. Ukukhethwa kwamakhandidethi

- (1) UMqondisi-Jikelele kufanele asungule ikomidi lokuqoka elihlenganisa izikhulu eziphezulu zomnyango ezivela kwezomthetho, ezezimali, ezokulawulwa kobungozi, ezabasebenzi, ezokwengamela izinhlobo zikahulumeni kanye nomele isikhulu esisodwa kuMgcinimafa Kazwelonke kanye Nomnyango Wezokuhlela, Ukuqapha Nokuhlola eHhovisi Likamongameli.
- (2) Imisebenzi yekomidi–

- (a) ukululeka uNgqongqoshe ngezidingo zekhono ngalinye elizofakwa kuSaziso esihlongozwe kumthethonqubo 4(3)(a);
- (b) ukwengamela ukubuyekwezwa kobuqotho kwamakhandidethi nguMqondisi-Jikelele;
- (c) Bheka –
 - (i) isethi yamakhono yomuntu ngamunye kanye neqoqo okudingekayo ukuze abe yilungu leBhodi;
 - (ii) ukwehlukahlukana kwamalungu eBhodi; futhi
 - (iii) ukuhlangabezana nezimfuneko zesigaba se-13(5)(a), (c), (d) kanye no-(e); futhi
- (d) ngokususela kulokho kucubungula, ncoma -
 - (i) uhlu lwenani eligcina kumakhandidethi amane akhethiwe ekhono ngalinye elizolethwa ukuze balethwe kuthimba labaluleki besikhashana;
 - (ii) uhlu lwalawo makhandidethi ahlukabazana nezidingo zesethi yamakhono angaphezu kwelilodwa.

(3) UMqondisi-Jikelele kufanele-

- (a) amukele futhi avume ukuthi uzitholile iziphakamiso;
- (b) agcine irejista yeziphakamiso ezitholiwe;
- (c) abhale abaqokiwe ngokuhambisana namakhono eBhodi;
- (d) ahlole kabanzi umuntu ophakanyisiwe, kubandakanya –
 - (i) ukuqinisekisa amareferensi abo, iziqu, izintshisekelo zezezimali kanye nolunye ulwazi oluhlinzekwe ngabaqokiwe;
 - (ii) ukuhlola umlando wokuqashwa kwekhandidethi kanye nemilando yobungcweti, amarekhodi obugebengu, amacala amademeshe, isimo sentela kanye nobuqotho ngokujwayelekile;
- (e) enze uhlu lwalabo abaqokiwe–

- (i) abangahlangabezani nezidingo zesigaba se-13(5) soMthetho ngezizathu;
 - (ii) abahlangabezanayo nezidingo kanye nezizathu zokuthi kungani bengafakwanga ohlwini lwabakhethiwe; futhi
 - (iii) Abakhethiwe kanye nezizathu zokukhethwa kwabo.
- (f) balethe uhlu okukhulunywe ngalo endimeni (e) ethimbeni labaluleki besikhashana nemibhalo egcwele maqondana noqokiwe ngamunye osohlwini lwendinyana (iii) ukuze athole imibhalo egcwele ezigatshaneni (i) kanye (ii).

6. Ukuqokwa kwamalungu eBhodi

- (1) UNgqongqoshe kufanele athumele amakhandidethi anconyiwe yiphaneli labaluleki besikhashana ngokomthethonqubo 3(1)(c) noma (d) kuKhabhinethi ukuze ibagunyaze.
- (2) Uma iKhabhinethi iphasisa ikhandidethi enconywayo, uNgqongqoshe kufanele ashicilele amagama amakhandidethi agunyaziwe kanye nencwadi yokufuna umsebenzi kuSomqulu, kuphephandaba likazwelonke kanye nakusizindalwazi seSikhwama.

7. Isikhala samalungu eBhodi

- (1) Uma kuvela isikhala eBhodini ngokwesula, ukususwa, ukuphela kwesikhathi noma ukushona, uNgqongqoshe, ngemuva kokubonisana neBhodi futhi kuncike kulo mthethonqubo—
 - (a) angaqoka ilungu lesikhashana leBhodi elinekhono elifanayo elibekwe isikhathi esingeqile ezinyangeni ezintathu ukuthi livale lesi sikhala; futhi
 - (b) ngaleyo njongo, angabheka amakhandidethi akhethelwa lelo khono ohlelweni lwangaphambilini lokuqokwa.
- (2) UNgqongqoshe kufanele athumele amagama kuKhabhinethi ukuze athole ulwazi futhi ashicilele isaziso kuSomqulu esiqoka ilungu lesikhashana.
- (3) UNgqongqoshe kufanele —

- (a) ngokushesha aqale izinqubo ezihlongozwe esigabeni se-13(2) kanye no-(3) ezifundwa nemithethonqubo eseNgxenyeni 1 yeSahluko sesi-2 sale Mithethonqubo yokuqoka ilungu elisha leBhodi;
- (b) ngokushesha okukhulu, la kungenzeka khona kodwa kungakedluli izinyanga ezintathu kuvele isikhala, angaqoka ilungu elisha leBhodi.

8. Ukususwa kwamaLungu eBhodi

- (1) UNgqongqoshe kufanele aqoke ummeli ophezulu ukuthi enze uphenyo ngokususwa kwelungu leBhodi. –
 - (a) uma uNgqongqoshe enezizathu ezizwakalayo zokukholelwa ukuthi ilungu kufanele lisuswe ngezizathu ezihlongozwe esigabeni se-13(8) soMthetho; noma
 - (b) ngezincwadi zeningi leBhodi.
- (2) Umsebenzi wezomthetho ophezulu kufanele –
 - (a) aqhube uphenyo ngendlela efanele ukuze kunqunywe izinsolo ngendlela efanele nangokushesha;
 - (b) abhekane nokufaneleka kwezinsolo ngobuncane bezinqubo zomthetho;
 - (c) avume-
 - (i) ukumelwa ngokomthetho;
 - (ii) ukuhola kobufakazi nokupheka ngemibuzo ofakazi;
 - (iii) ukuphikisana; futhi
 - (d) anqume ukuthi asenze yini isincwadi noma cha kuNgqongqoshe sokususa ilungu leBhodi.
- (3) UNgqongqoshe kufanele asuse ilungu leBhodi uma -
 - (a) ilungu liyasula ngesaziso sezinyanga ezintathu, isaziso uNgqongqoshe angase, ngesizathu esihle esibonisiwe, asifinyeze; noma

(b) ngesincomo somsebenzi wezomthetho ophezulu ohlongozwe kwisigatshana somthethonqubo (2)(d).

- (4) UNgqongqoshe kufanele ashicilele izincomo kanye nokutholakele kusizindalwazi sesiKhwama.

Ingxenye 2: Ibhodi

9. Ukuqokwa kukasihlalo kanye nesebola likasihlalo

- (1) USihlalo kanye neSibola likaSihlalo weBhodi akumele kube yilungu elimele uNgqongqoshe ngokwesigaba se-13(1)(b) soMthetho.
- (2) UNgqongqoshe kufanele ashicilele igama likaSihlalo oqokwe ngokwesigaba se-14(1) kanye nencwadi yokufuna umsebenzi kuSomqulu, ephephandabeni likazwelonke elilodwa kanye nakusizindalwazi sesiKhwama.
- (3) Uma kuvela isikhala esikhundleni sikaSihlalo weBhodi ngokwesula, ukususwa, ukuphela kwesikhathi noma ukushona, uNgqongqoshe kufanele agcwalise leso sikhundla, ngokuhambisana nesigaba se-14(1), ngokushesha okukhulu phakathi kwamalungu asele eBhodi.

10. AmaKomidi eBhodi

- (1) Ibhodi kufanele lisungule amakomiti alandelayo eBhodi ngokwesigaba sama-23:
- (a) ikomidi lokucwaningwa kwamabhuku nezingozi;
- (b) ikomidi lezezimali;
- (c) ikomidi lokuqoka nokubusa;
- (d) ikomidi lamaholo; kanye
- (e) ikomidi lenhlaloni kanye nokuziphatha.
- (2) Ibhodi lingasungula noma yimaphi amanye amakomidi eBhodi ngokwesigaba sama-23 nanoma yimaphi amakomidi ezobuchwepheshe ngokwesigaba sama-24.

(3) IBhodi kufanele -

(a) ngokwesigatshana somthethonqubo (4), linqume ukwakheka kwawo, imisebenzi kanye nemibandela yokusebenza kwamakomiti asungulwe ngokwezigatshana zomthethonqubo (1) no (2);

(b) ukunquma izinqubo zokusebenza zalawo makomiti kubandakanya –

(i) ukuqashwa nokuqokwa kwamalungu;

(ii) ukuqokwa kosihlalo;

(iii) ukususwa kwamalungu;

(iv) ukugcwalisa izikhala

(v) ukuqhuba kanye nokubhalwa kwamamiminithi emihlangano;

(vi) ikhoramu yezinqumo; futhi

(vii) nanoma yiluphi olunye udaba oluhambisanayo noma lokuphatha noma lwezinqubo ukuze amakomidi asebenze ngendlela.

(c) ukunquma, ngokubonisana noNgqongqoshe wezeziMali, amaholo kanye nezibonelelo zamalungu alawo makomiti.

(4) Ikomidi lebhodi okukhulunywe ngalo esigatshaneni somthethonqubo (1) kumele lifake okungenani ilungu elilodwa leBhodi.

(5) IBhodi kufanele lishicilele kusizindalwazi seSikhwama –

(a) imigomo yokusebenza yekomidi ngalinye elisungulwe ngokwalo mthethonqubo;

(b) amagama amalungu ekomidi ngalinye anencwadi yokufuna umsebenzi yeqembu ngalinye.

11. Imigomo yelungu leBhodi

(1) Ukwengeza kumazinga adingwa esigabeni 16 soMthetho, isigaba 50 soMthetho Wokuphathwa Kwezimali Zikahulumeni kanye neKhodi okukhulunywe ngayo kwisigatshana somthethonqubo (3), ilungu leBhodi

kufanele lenze umsebenzi walo wokwethembeka ngokwenza ngendlela ezuzisa kakhulu Isikhwama kanye nabasebenzisi bayo.

(2) Ilungu ngalinye leBhodi kufanele -

(a) ligcwalise Ifomu Lokudalulwa Kwezintshisekelo Zezezimali eSithasiselweni 4;

(b) libuyekeze lelo Fomu njalo ngonyaka.

(3) Ibhodi kufanele lithuthukise futhi ligcine Ikhodi Yokuziphatha ehlanganisa amazinga okuziphatha anjalo-

(a) ngokuhambisana nesigaba se-16 soMthetho kanye nesigaba sama-50 soMthetho Wokuphathwa Kwezimali Zikahulumeni;

(b) okulingana namazinga adingekayo kubaqondisi bezinkampani esigabeni sama-75(5) kuya ku-(7) kanye no-76(2) kuya ku-(5) soMthetho Wezinkampani, wezi-2008 (uMthetho 71 wezi-2008);

(c) isibopho sokudalula noma iyiphi intshisekelo yezezimali umuntu ohlobene angaba nayo maqondana neSikhwama ngokushesha nje lapho ilungu lezwa ukuthi sikhona. Ngokwezinjongo zalesi sigaba "umuntu ohlobene" unencazelo enikezwe igama esigabeni 1 esifundwa nesigaba sesi-2 soMthetho Wezinkampani;

(d) ukuvinjelwa kokwamukela izipho ezingaphezu kwenani elivamile noma ngabe kusekelwe kulokho okulindelekile noma ukuqonda ukuthi isipho sizoba nomthelela kwilungu. Ngenhloso yalesi sigaba, Ibhodi lingase likhiphe izigaba ezithile zezipho, futhi limise inani lezipho elivamile futhi libuyekeze ngezikhathi ezithile.

(4) Ibhodi kufanele liqinisekise ukuthi Ikhodi iyashicilelwa kusizindalwazi sesiKhwama futhi ivuselelwe.

(5) Lo mthethonqubo usebenza kumalungu amaKomidi eBhodi angewona amalungu eBhodi.

12. Inqubomgomo yokusebenza namathuluzi okuthola amaphuzu

- (1) Ibhodi kumele lisungule futhi ligcine inqubomgomo kanye namathuluzi okuthola amaphuzu afanelekile ukuze kulinganiswe ukusebenza ngempumelelo kwesiKhwama, abasebenzi baso, iBhodi kanye namaKomidi eBhodi kuhlenganisa –
- (a) ukucwaninga kanye nokumaka ukusebenza okungcono kakhulu;
 - (b) ukubeka imigomo yenhlangano yokuphathwa kokusebenza;
 - (c) ukunquma indlela okuzokalwa ngayo ukusebenza;
 - (d) ukunquma indlela ukuphathwa kokusebenza okumele kuhlolwe ngayo;
 - (e) ukubika -
 - (i) ekusetshenzisweni kwenqubomgomo namathuluzi;
 - (ii) njalo ngonyaka ngokusebenza kwesiKhwama, abasebenzi baso namalungu amaKomidi eBhodi;
 - (f) ukushicilela umbiko wonyaka wokusebenza kanye Nohlu Lokuhlola Lokuzihlola KweBhodi olugcwalisiwe kanye nokuhlola Okugcwele Kwebhodi okukhulunywe ngakho ngokulandelana kuSithasiselo 5 no-5.1 ukuze umphakathi uphawule; futhi
 - (g) ngokucabangela lokho kuphawula komphakathi nokushicilela impendulo yawo nanoma yiziphi izinyathelo ezithathiwe ukulungisa noma yikuphi ukwehluleka kokusebenza.
- (2) Ibhodi kufanele lenze izivumelwano zokusebenza nelungu ngalinye lamaKomidi eBhodi kanye noMphathi Omkhulu.

13. Ukusebenzisana nezinhlaka zombuso nezinhlaka

- (1) Ngokuhambisana nesigaba sama-41(1) soMthethosisekelo kanye nesigaba se-10(1)(p) soMthetho, iBhodi kufanele isebenzisane nezinhlaka zombuso ngokwethembana nangokwethembeka ukuze kuzuzwe ukufinyelela okuzinzile nokufinyelelekayo emhlabeni wonke ezinsizeni zokunakekelwa kwezempilo ezisezingeni eliphezulu, ngokuqondile -

- (a) okuhlobene nendima yeSikhwama njengomthengi oyedwa kanye nomkhokhi oyedwa wezinsizakalo zokunakekelwa kwezempilo;
 - (b) ukuqinisekisa ukusimama kwezimali zosizo lwezempilo; futhi
 - (c) ukuhlinzeka ngokulingana nokusebenza kahle ekuxhaseni ngezimali kanye nokuthengwa kwezinhlelo zokunakekelwa kwezempilo, imithi, izimpahla zezempilo kanye nemikhiqizo ehlobene nezempilo.
- (2) Ibhodi kufanele –
- (a) ngokwesigaba sama-20 soMthetho, lihlangane noNgqongqoshe kanye noMqondisi-Jikelele okungenani kabili ngonyaka ukuze bacobelelane ngolwazi oludingekayo ukuze iBhodi yenze imisebenzi yalo;
 - (b) ngokwesigaba sama-21 soMthetho, lihlangane noMqondisi-Jikelele, uMphathi Omkhulu weHhovisi Lokuthobelana Nemigomo Yezempilo okungenani izikhathi ezine ngonyaka ukuze kucobelelane ngolwazi oludingekayo ukuze uMphathi Omkhulu afeze imisebenzi yakhe.
- (3) Irekhodi lemiphumela yemihlangano ebanjwe ngaphansi kwalo mthethonqubo kumele litholakale emphakathini okungenani ekhasini lewebhu lesiKhwama.

14. Izingqubo zokusebenza zeBhodi namaKomidi alo

- (1) Ibhodi kufanele linqume –
 - (a) izingqubo zalo ngokuhambisana nesigaba se-17(3) soMthetho; futhi
 - (b) izingqubo zamaKomidi alo.
- (2) Imihlangano yeBhodi namaKomidi alo kufanele ibhalwe emaminithini.
- (3) Isikhwama kumele sihlinzeke ngosizo lokuphatha kanye nokokubhala kwiBhodi kanye namaKomidi alo.

Ingxenye 4: Umphathi Omkhulu

15. Ukuqashwa Komphathi Omkhulu

- (1) Ibhodi kufanele, ngokuhambisana noMthetho kanye nalo mthethonqubo, liqashe umuntu ofanelekayo njengoMphathi Omkhulu futhi lenze izincomo kuNgqongqoshe ukuze agunyazwe futhi aqokwe uNgqongqoshe.
- (2) Ibhodi kufanele ikhangise ngesikhundla soMphathi Omkhulu kusizindalwazi seSikhwama kanye nephephandaba elilodwa likazwelonke.
- (3) Isikhangiso kufanele-
 - (a) siqaphele izidingo zesikhundla ezigabeni 19 kuya ku-22 zoMthetho;
 - (b) Cacisa –
 - (i) ukuthi yiluphi ulwazi kanye nemibhalo okufanele ihambisane nesicelo; futhi
 - (ii) usuku lokuvala ukufakwa kwezicelo.
- (4) Ikomidi lokuqoka nokubusa kufanele lifake ohlwini lwamakhandidethi ukuthi bahanjiswe eBhodini.
- (5) Ibhodi kufanele lixoxisane nalabo abasohlwini lwamakhandidethi bese linquma ukuthi ubani ozoncoma kuNgqongqoshe ukuze agunyazwe yiKhabhinethi ngokusekelwe ngolwazi abanalo nekhono lobuchwepheshe njengenhloko yokuphatha yesiKhwama.
- (6) Ibhodi lingancoma amakhandidethi angaphezu kweyodwa kuNgqongqoshe ngokwesigatshana somthethonqubo (5).
- (7) Uma Ibhodi linquma ukuthi ayikho ikhandidethi efanele isikhundla, Ibhodi –
 - (a) kufanele likhangise kabusha isikhundla ngokuhambisana nezigatshana zomthethonqubo (2) no (3);
 - (b) ingaqoka i-ejensi ezothungatha umuntu ofanelekayo ukuze aphenidule esikhangisweni.

(8) Ngokuhambisana nesigaba 19(4) soMthetho, uNgqongqoshe ngesincomo seBhodi –

(a) angaqoka uMphathi Omkhulu isikhathi okuvunyelwene ngaso esingeqile eminyakeni emihlanu; futhi

(b) angavuselela leli gama ngesinye isikhathi esinjalo.

(9) Uma uNgqongqoshe enquma ukungasivuseleli isikhathi soMphathi Omkhulu noma uma lowo osikhundleni esevele ephethe ihlandla lesibili, kufanele aqale ukuqasha ozongena esikhundleni ngokuhambisana nalo mthethonqubo okungenani ezinyangeni eziyisithupha ngaphambi kokuphela kwesikhathi salowo ophethe.

16. Ukuqokwa koMphathi Omkhulu nguNgqongqoshe

(1) Ibhodi kufanele, zingakapheli izinsuku eziyi-14 zesinqumo somhlango weBhodi sokwenza isincomo ngokomthethonqubo 15(6) kanye no-(7), lidlulisele umbiko ogqugquzelwe mayelana nekhandidethi noma amakhandidethi anconyiwe kuNgqongqoshe.

(2) Uma uNgqongqoshe amukela ikhandidethi enconyiwe, uNgqongqoshe kufanele ahambise izincomo kuKhabhinethi zingakapheli izinsuku ezingama-30 zisitholile.

(3) Uma uNgqongqoshe engayamukeli ikhandidethi enconyiwe –

(a) uNgqongqoshe kufanele zingakapheli izinsuku ezingama-30 ethole izincomo -

(i) anikeze iBhodi izizathu ezibhalwe phansi zokungazamukeli;

(ii) instruct the Board to publish those reasons on the webpage of the Fund; and iyalele Ibhodi ukuthi lishicilele lezo zizathu ekhasini lewebhu lesiKhwama; futhi

(b) uma iKhabhinethi ingasivumi isincomo;

(c) Ibhodi –

- (i) lingaphakamisa amanye amakhandidethi athathwe kumakhandidethi ahlolwe ikhono ngaphambilini ngokomthethonqubo 15 (6); noma
 - (ii) ngokushesha aqale izinqubo ezihlongozwe kule mithethonqubo ukuze ancome amakhandidethi azoqokwa njengoMphathi Omkhulu
- (4) UNgqongqoshe kufanele, zingakapheli izinsuku ezingama-30 kusukela osukwini lokugunyazwa kweKhabhinethi lokuqokwa koMphathi Omkhulu–
- (a) azise iPhalamende ngokuqokwa; futhi
 - (b) Amemezele isaziso sokuqokwa kuSomqulu.

17. Ukususwa koMphathi Omkhulu

- (1) Ekwenzeni izincomo zokususwa koMphathi Omkhulu ngokwesigaba se-19(5) soMthetho, iBhodi kufanele–
- (a) lazise iSikhulu ngokubhala ngezinsolo kanye nenhloso yokulalela ngenhloso yokuncoma ukususwa kwesiKhulu;
 - (b) linikeze okungenani isaziso sezinsuku eziyi-14 sokulalelwa kodaba; futhi
 - (c) lazise Isiphathimandla ngelungelo lokumelwa ngokomthetho.
- (2) Ibhodi –
- (a) kumele liqoke ummeli omkhulu ozimele ozoqhuba ukulalelwa kwecala;
 - (b) lingaqoka ummeli ozomela iBhodi ekulalelweni kodaba; futhi
 - (c) lingamisa uMphathi Omkhulu kuze kube yisinqumo seBhodi noma sikaNgqongqoshe kuye ngokuthi yikuphi.
- (3) Uma uMphathi Omkhulu simisiwe, iBhodi kufanele liqoke isigungu esiphezulu esizobamba lesi sikhundla.
- (4) Ukulalelwa kodaba kufanele –

- (a) kwenziwe ngendlela efanele ukuze kunqunywe izinsolo ngendlela efanele futhi ngokushesha;
 - (b) ukubhekana nokufaneleka kwezinsolo ngobuncane bezinqubo zomthetho; futhi
 - (c) vumela ukuholwa kobufakazi, ofakazi ababuzayo kanye nokuphikisana.
- (5) Ummeli omkhulu ozimele kufanele alungiselele futhi ethule umbiko eBhodini ngezincomo zingakapheli izinsuku eziyi-14 zokulalelwa.
- (6) Ezinsukwini eziyi-14 zalowo mbiko, iBhodi kufanele linqume ukuthi liyazamukela noma alizamukeli izincomo futhi lithumele isinqumo salo esinentshisekelo kanye nombiko kuNgqongqoshe.
- (7) Uma isincomo siwukususa uMphathi Omkhulu, uNgqongqoshe kufanele –
- (a) anqume ukuthi uyasivuma yini isincomo noma uyasichitha; futhi
 - (b) isincomo sivunyiwe -
 - (i) anqamule inkontileka yoMphathi Omkhulu;
 - (ii) azise iKhabhinethi ngokumiswa; futhi
 - (iii) zingakapheli izinsuku ezingama-30 kugunyazwe azise iPhalamende ngokumiswa futhi anikeze nesaziso sokuqedwa kuSomqulu; noma
 - (c) uma isincomo singavunyiwe, azise iBhodi ngokubhala izizathu zokwenqatshwa.

Ingxenye 3: Ukuhlakazwa kweBhodi

18. Ukuhlakazwa kweBhodi

- (1) UNgqongqoshe angahlakaza ibhodi uma–
- (a) uNgqongqoshe elahlekelwa ithemba ukuthi Bhodi lizokwazi ukwenza imisebenzi yalo ngempumelelo nangokushesha; kodwa kuphela
 - (b) ngemuva kophenyo olwenziwe ngokwalo mthethonqubo;

- (c) uphenyo luncoma ukuhlakazwa kwalo; futhi
 - (d) iKhabhinethi iyakwamukela ukuhlakazwa.
- (2) UNgqongqoshe, ngesizathu esihle esibonisiwe, angasungula uphenyo ukuze ahlale ikhono leBhodi lokwenza imisebenzi yalo ngempumelelo nangokushesha uma lihlala lihluleka ukwenza imisebenzi yalo ngokoMthetho kanye noMthetho Wokuphathwa Kwezimali Zikahulumeni.
- (3) Uma uNgqongqoshe esungula uphenyo ngokwesigaba 13(9) soMthetho kanye nesigatshana somthethonqubo (2), uNgqongqoshe kufanele -
- (a) aqoke iphaneli elihlanganisa –
 - (i) ijaji eselathatha umhlalaphansi noma ummeli ophezulu ozophatha uphenyo;
 - (ii) kuze kufike kumalungu amahlanu anamakhono afanele ukuthi abuyekeze izizathu zokuthi uNgqongqoshe alahlekelwe ukwethemba iBhodi; futhi
 - (b) anqume imigomo yayo yereferensi.
- (4) Iphaneli okukhulunywe ngalo esigatshaneni somthethonqubo (3)(a) kufanele -
- (a) liqhube uphenyo lwayo ngendlela efanele futhi ngokushesha futhi libhekane nokufaneleka okukhulu kwekhono leBhodi lokwenza imisebenzi yalo ngempumelelo nangokushesha ngobuncane bezinqubo zomthetho; futhi
 - (b) lazise uNgqongqoshe ngokubhala izincomo zalo kanye nezizathu zalezo zincomo.
- (5) UNgqongqoshe kufanele zingakapheli izinsuku ezingama-30 azisiwe ngokwesigatshana somthethonqubo (4)(b) athumele izincomo nezizathu zephaneli kwiKhabhinethi.
- (6) Uma iKhabhinethi ivuma ukuhlakazwa kweBhodi, uMgcinimafa Kazwelonke kufanele ayalele uMphathi Omkhulu noma omunye umsebenzi

wenhlango yomphakathi ngokwesigaba 49(3) soMthetho Wokuphathwa Kwezimali Zikahulumeni, 1999 (uMthetho 1 we-1999) ukuthi isiphathimandla esinesibopho sokubika sesiKhwama kuze kube yilesi sikhathi lapho kuqokwa iBhodi elisha ngokwesigatshana somthethonqubo (6) wesigaba se-13 (1) kuya ku-(5) nangokuhambisana Ingxenye 1 yale Mithetho.

- (7) UNgqongqoshe kufanele aqinisekise ukuthi lonke noma ibhalansi yeBhodi entsha iqokwa ngokwesigaba 13 futhi ngokuhambisana neNgxenye 1 yale Mithethonqubo phakathi nezinyanga ezi-3 zokuhlakazwa kweBhodi.

ISAPHLUKO 3

AMAKOMIDI ABALULEKI

Ingxenye 1: Ukuqokwa nokususwa kwamalungu eKomidi Labaluleki

19. Ukusungulwa kwamaKomidi Abaluleki

Ngokwesigaba sama-29 –

- (a) IKomidi Labaluleki Ngemihlomulo liyasungulwa;
- (b) IKomidi Lentengo Yezinzuzo Zokunakekelwa Kwezempilo liyasungulwa.

20. Ukubunjwa Kwekomidi Lokweluleka Ngemihlomulo

- (1) Ukwakhiwa kweKomidi Lokweluleka ngalinye alikho ngaphansi kwamalungu ayi-16, amalungu angekho ngaphezulu kwama-24, kanye nosihlalo oqokwe uNgqongqoshe.

21. Ukuqokwa kwamalungu Amakomidi Abaluleki

- (1) UNgqongqoshe kufanele akhiphe isaziso kuSomqulu esinxusa izinhlangano okukhulunywe ngazo kumthethonqubo 2(1) ukuthi zihlonze abantu abanamakhono afanele eKomidi Labaluleki elifanele ukuze baqokelwe eKomidini.

- (2) Isaziso kuSomqulu kufanele –

- (a) ukuze kwaziswe abaqoki, abaqokiwe kanye nekomiti elilulekayo ngezimfuneko zobulungu beBhodi, kubekwe lezo zidingo kusethi ngayinye yamakhono okuhlanganisa-
 - (i) incazelo yezindima ngokwezidingo zomsebenzi kanye nezibopho;
 - (ii) amakhono adingekayo ukuze kuboniswe ukusebenza ngempumelelo kwendima;
 - (iii) iziqu zemfundo;
 - (iv) ubulungu bezinhlangano zezobungoti.
- (b) idinga abaqoki kanye nabaqokiwe ukuthi bagcwalise Amafomu omuntu oqokiwe kanye Noqokile eZithasiselweni 1.3 kanye no-2.3 ngokulandelana bese bewathumela kuMphathi Omkhulu.
- (3) uMphathi Omkhulu kumele enze ukubuyekeza okufanele koqokiwe ngamunye kuhlanganisa –
 - (a) ukuqinisekisa izinkomba zabo, iziqu, izintshisekelo zezezimali kanye nolunye ulwazi oluhlinzekwe ngabaqokiwe;
 - (b) ukuhlola umlando wokuqashwa kwekhandidethi kanye nemilando yobungcweti, amarekhodi obugebengu, amacala amademeshe, isimo sentela kanye nobuqotho ngokujwayelekile;
 - (c) uhlu lwalabo abaqokiwe ukuthi –
 - (i) ungahlangabezani nezimfuneko zesigaba sama-28(1);
 - (ii) ungahlangabezani namakhono afanele;
 - (iii) ukuhlangabezana namakhono afanelekile kanye nezizathu zokuthi kungani zingafakwanga ohlwini lwabakhethiwe; futhi
 - (iv) Abakhethiwe nezizathu.
 - (d) silethe uhlu okukhulunywe ngalo endimeni (c) eBhodini nemibhalo egcwele maqondana nomuntu ngamunye oqokiwe osohlwini lwendinyana (iii) ukuze afinyelele emibhalweni egcwele ezigatshaneni (i) kanye (ii).

(e) lungisa uhlu lwalabo abaqokiwe—

(i) abangahlangabezani nezimfuneko ezisesigabeni sama-28(1);

(ii) abahlangabezana nalezo zidingo kanye nezizathu zokuthi kungani bengafakwanga ohlwini lwabakhethiwe; futhi

(iii) abafakwe ohlwini lwabakhethiwe nezizathu.

(f) silethe uhlu okukhulunywe ngalo endimeni (c) eBhodini nemibhalo egcwele maqondana nomuntu ngamunye oqokiwe osohlwini lwendinyana (iii) ukuze afinyelele emibhalweni egcwele ezigatshaneni (i) kanye (ii).

(4) Ibhodi kufanele-

(a) libuyekeze uhlu elinikezwe lona ngokwesigatshana somthethonqubo (3)(f);

(b) lenze inhlolekhono nabaqokiwe abasohlwini lwabakhethiwe kanye nanoma yimuphi omunye umuntu oqokiwe elingase limbone kulolo hlu;

(c) lincome amakhandidethi azoqokwa uNgqongqoshe ngezizathu zamakhono abo okuthi uma ecutshungulwa ngokuhlanganyela, abenze bakwazi ukwenza imisebenzi yabo ngaphansi koMthetho; futhi

(d) uma uNgqongqoshe engagunyazi noma iyiphi ikhandidethi enconyiwe, iBhodi kufanele licubungule futhi lincome amanye amakhandidethi ohlwini okukhulunywe ngalo kwisigatshana somthethonqubo (3)(e)(ii) no (iii).

(5) Uma uNgqongqoshe egunyaza ikhandidethi enconywayo, uNgqongqoshe kufanele ashicilele amagama amakhandidethi agunyaziwe kanye nencwadi yokufuna umsebenzi kuSomqulu, iphephandaba elilodwa likazwelonke kanye nakuwebhusayithi yesiKhwama.

22. Ukususwa kwelungu leKomidi Labaluleki

(1) UNgqongqoshe kufanele aqoke ummeli ophezulu ukuthi enze uphenyo ngokususwa kwelungu leKomidi Labaluleki. —

- (a) uma uNgqongqoshe enezizathu ezizwakalayo zokukholelwa ukuthi ilungu kufanele lisuswe ngoba ilungu -
 - (i) alifanele noma liba ngelingafanelekile ngokwanoma yimuphi umthetho;
 - (ii) lehluleka ukwenza imisebenzi yehhovisi ngobuqotho, ngokuzuzisa umphakathi nangokuhambisana nezimiso zokuziphatha kanye nezomthetho ezisebenzayo; noma
 - (iii) lingakwazi ukuqhubeka nokwenza imisebenzi yehhovisi nganoma yisiphi esinye isizathu ngenxa yezizathu ezihlongozwe esigabeni se-13(8) soMthetho; noma
 - (b) on the recommendation of the relevant Advisory Committee or the Board. ngezincomo zeKomidi Labaluleki elifanele noma iBhodi.
- (2) Umsebenzi wezomthetho ophezulu kufanele –
- (a) aqhube uphenyo ngendlela efanele ukuze kunqunywe izinsolo ngendlela efanele futhi ngokushesha;
 - (b) abhekane nokufaneleka kwezinsolo ngobuncane bezinqubo zomthetho; futhi
 - (c) avume-
 - (i) ukumelwa ngokomthetho;
 - (ii) ukuhola kobufakazi nokupheka ngemibuzo ofakazi;
 - (iii) ukuphikisana; futhi
 - (d) anqume ukuthi asenze yini isincomo noma cha kuNgqongqoshe sokususa ilungu leKomidi Labaluleki.
- (3) UNgqongqoshe kufanele asuse ilungu leKomidi Labaluleki uma-
- (a) ilungu liyasula ngesaziso sezinyanga ezintathu, isaziso uNgqongqoshe angase, ngesizathu esihle esibonisiwe, asifinyeze; noma

(b) ngesincomo somsebenzi wezomthetho ophezulu ohlongozwe endimeni (2)(d).

(4) UNgqongqoshe kufanele ayale iBhodi ukuthi lishicilele izincomo kanye nokutholakele kusizindalwazi sesiKhwama.

23. Imigomo yelungu leKomidi Labaluleki

(1) UNgqongqoshe, ngemuva kokubonisana neBhodi kanye neKomidi Labaluleki elithintekayo, kufanele ashicilele Ikhodi Yokuziphatha YamaKomidi Abaluleki ngokuhambisana nesigaba sama-55(1)(x) no-(2) soMthetho ukuze kusebenze isigaba sama-28(2) kanye (3) noMthetho futhi kubandakanya-

(a) imigomo yokuziphatha elingana namazinga adingekayo kubaqondisi bezinkampani esigabeni sama-75(5) kuya ku-(7) kanye no-76(2) kuya ku-(5) soMthetho Wezinkampani, wezi-2008 (uMthetho 71 wezi-2008);

(b) ukudalulwa kwanoma iyiphi intshisekelo yezezimali umuntu ohlobene angaba nayo maqondana neSikhwama ngokushesha nje lapho ilungu lezwa ngokuba khona kwaso. Ngokwezinjongo zalesi sigaba “umuntu ohlobene” unencazelo enikezwe igama esigabeni soku-1 esifundwa nesigaba sesi-2 soMthetho Wezinkampani, efundwa nezinguquko ezidingekayo ezidingwa yingqikithi; futhi

(c) ukuvinjelwa kokwamukelwa kwezipho ezingaphezu kwenani elivamile noma ngabe kusekelwe kulokho okulindelekile noma ukuqonda ukuthi isipho sizoba nomthelela kwilungu. Ngenhloso yalesi sigaba, uNgqongqoshe angakhipha izigaba ezithile zezipho, futhi abeke inani lezipho elivamile futhi alibuyekeze ngezikhathi ezithile.

(2) Ngaphezu kwemigomo edingwa yisigaba sama-28(2) kanye no (3) soMthetho kanye neKhodi ehlongozwe kwisigatshana somthethonqubo (1), amalungu eKomidi Labaluleki kufanele enze umsebenzi wawo wokwethembeka ngokwenza ngendlela ezuzisa isiKhwama futhi nabasebenzisi baso.

(3) Ilungu ngalinye leKomidi Labaluleki kufanele -

(a) ligcwalise Ifomu Lokudalulwa Kwezintshisakalo Zezezimali eSithasiselweni 4; futhi

(b) libuyekeze lelo Formu njalo ngonyaka.

(4) UNgqongqoshe kufanele ayalele iBhodi ukuthi liqinisekise ukuthi Ikhodi iyashicilelwa kusizindalwazi sesiKhwama futhi ivuselelwe.

24. Inqubomgomo yokusebenza namathuluzi okuthola amaphuzu

(1) UNgqongqoshe kufanele asungule futhi agcine inqubomgomo kanye namathuluzi okuthola amaphuzu afanelekile ukuze kulinganiswe ukusebenza ngempumelelo kwamaKomidi Abaluleki kubandakanya –

(a) ukucwaninga kanye nokumaka ukusebenza okungcono kakhulu;

(b) ukubeka imigomo yenhlangano yokuphathwa kokusebenza;

(c) ukunquma indlela okuzokalwa ngayo ukusebenza;

(d) ukunquma indlela ukuphathwa kokusebenza okumele kuhlolwe ngayo;

(e) ukubika -

(i) ekusetshenzisweni kwenqubomgomo namathuluzi;

(ii) minyaka yonke ngokusebenza kweKomidi Labaluleki;

(f) ukushicilela umbiko wonyaka wokusebenza; futhi

(g) ngokucabangela lokho kuphawula komphakathi nokushicilela impendulo yawo noma yiziphi izinyathelo ezithathiwe ukulungisa noma yikuphi ukwehluleka kokusebenza.

(2) UNgqongqoshe kufanele enze isivumelwano sokusebenza nelungu ngalinye leKomidi Lokweluleka.

25. Izinqubo zokusebenza zamaKomidi Abeluleki

(1) IKomidi Labaluleki kumele linqume izinqubo zalo ngokubonisana noNgqongqoshe kanye neBhodi.

- (2) Iningi lamalungu eKomidi Labaluleki lenza ikhoramu yomhlangano weKomidi.
- (3) Noma yiluphi udaba oluphambi kweKomidi Labaluleki lunqunywa ngamavoti eningi lamalungu akhona emhlanganweni uma -
 - (a) amalungu akhona enza ikhoramu ngokwesigatshana somthethonqubo (2); futhi
 - (b) kukhona amavoti alinganayo, usihlalo ube nevoti elinqumayo.
- (4) Uma engekho usihlalo oqokwe ngokwesigaba sama-25(6) noma sama-24(4) soMthetho, amalungu eKomidi Labaluleki elifanele kufanele aqoke usihlalo wesikhashana kulabo abakhona.
- (5) Imihlangano yamaKomidi Abaluleki kufanele ibhalwe emaminithini.
- (6) Isikhwama kufanele sihlizwe ngosizo lokuphatha kanye nokokunobhala kumaKomidi Abaluleki.
- (7) Isinqumo seKomidi Labaluleki esigunyazwe uNgqongqoshe kufanele sifakwe kusizindalwazi Semihlomulo noma idatha yentengo Yamanani esiKhwama futhi siyoqala ukusebenza ngosuku olunqunywe yisiKhwama ngomyalelo oshicilelwe ngokwesigaba sama-56(1) soMthetho.

ISITHASISELO 1: IFOMU LOKUKHETHA

ISITHASISELO 2: IFOMU LEMIBUZO LOMUNTU OQOKIWE

ISITHASISELO 3: IREJISTA LOKUQOKA

ISITHASISELO 4: IFOMU LOKUDALUKA IZINTSHISEKELO

**ISITHASISELO 5: IBHODI LABAQONDISI UKUHLOLA OKUGCWELE
KWEBHODI**

ISIKHWAMA SIKAZWELONKE SOMSHUWALENSE WEZEMPILO**ISITHASISELO 4: IFOMU LOKUDALULA IZITSHISEKELO**

Mina, osayine ngezansi,

Amagama aphelele

Inombolo kamazisi

Ohlala e

ngiyafunga ngalokhu ukuthi ulwazi oluqukethwe lapha lungena olwazini lwami siqu futhi ngokwazi kwami luphelele, luyiqiniso futhi lulungile;

ukuthi isifungo sihlanganisa abantu abahlobene:

(a) umuntu ehlobene nomunye umuntu uma—

(i) beshadile, noma behlala ndawonye ebudlelwani obufana nobomshado; noma

(ii) behlukaniwe ngamadigri angeqile kwamabili emvelo noma amukelwayo noma ahlobene;

(b) umuntu uhlobene negatsha lomthetho uma lowo muntu elawula ngokuqondile noma ngokungaqondile igatsha lomthetho.

ngiphinde ngidalule izintshisekelo zami zezezimali, ubuqondisi obungeyona ingxenye yesigungu esiphezulu ngaphambilini noma obukhona njengamanje kanye nomsebenzi okhokhelwayo, izikhundla zokubonisana kanye nokugcinwa kwabasebenzi ezidaluliwe mayelana nomkhakha wezempilo akhombisanga ukungqubuzana neqhaza leBhodi le-NHI, Amakomidi ayo Ebhodi nanoma yiliphi iKomidi Labaluleki, elibanjwe kanje:

1. AMASHEYA NEZINYE IZINTSHISEKELO ZEZIMALI EBHIZINISI		
Inani Lamasheya/Inzalo Yelungu	Inani Lamasheya/ Inzalo Yelungu	Igama Lesikhungo noma Lebhizinisi

2. BONKE ABAQONDISI ABAPHEZULU, ABAQONDISI ABANGYONA INGXEYENYE YESIGUNGU SEZIPHATHIMANDLA	
Igama Lenkampani	Isikhathi (Iminyaka)
1	
2	
3	
4	
5	

3. UMSEBENZI OHOLELAYO, AMAKHONSALITHENSI KANYE NAMA-RETAINERSHIP			
Igama Lenkampani Nomsebenzi	Uhlobo Lwebhizinisi	Inani lerandi ngenyanga	Isikhathi
1			
2			
3			
4			
5			

futhi ngifunga ukuthi;

- Ngiyisakhamuzi saseNingizimu Afrika futhi ngihlala eRiphabhuliki ngokujwayelekile;
- Angikaze kuthiwe anginamali, futhi angiyena umuntu ocwile ezikweletini ongalungiseki;
- Anginqatshelwe ngaphansi kwanoma yimuphi umthetho ekwenzeni noma yimuphi umsebenzi;
- Angikaze ngilahlewe yicala lokukhwabanisa noma elinye icala elihlanganisa ukungathembeki, futhi ngagwetshwa inhlawulo noma ukugqunywa ejele noma kokubili;
- Angikaze nanini ngikhishwe esikhundleni sokwethenjwa ngenxa yokwephula umsebenzi wokwethembeka.

Isiginesha Yoqokiwe:

Amagama Aphelele:

KUFUNGIWE futhi KUSAYINWE phambi kwami e _____ ngomhlaka _____ wezi- _____.

Umnikazi wencwadi efungelwe evumile ukuthi uyakwazi futhi uyakuqonda okuqukethwe yile ncwadi efungelwe, ukuthi okuqukethwe kuyiqiniso, futhi akaphikisani nokuthatha lesi sifungo futhi ubona isifungo njengesibophezelo kunembeza wakhe.

UKHOMISHANA WEZIFUNGO

AMAGAMA APHELELE: _____

UMSEBENZI: _____

IKHELI: _____

AMANOTHI KUFOMU LOKUDALULA KWEZINTSHISEKELO

Amanothi alandelayo anikeza isiqondiso sokugcwalisa izingxanye ezifanele zefomu lokudalulwa kwentshi

Inothi 1 – Amasheya kanye Nezintshisekelo Zezezimali Ebhizinisini

Dalula amasheya kanye nezinye izintshisekelo zezezimali eziphethwe kunoma iyiphi inkampani ezimele, yomphakathi, ibhizinisi elihlanganyelwe, inkampani encane ezimele nanoma yimuphi omunye umgwamanda webhizinisi ewaziwayo ngokomthetho.

- Ø Isheya yinoma yikuphi ukutshalwa kwezimali okuhlizeka ngenzuzo, okuhlanganisa ama-unit trust, am
- Ø Inani libhekisela enanini lamanje lerandi lamasheya.

Inothi 2 – Ubuqondisi Abaphezulu, Abaqondisi Abangeyona Ingxanye Yesigungu Seziphathimand

Dalula bonke Abaqondisi Abaphezulu, Abaqondisi Abangeyona Ingxanye Yesigungu Seziphathimandla k:

Inothi 3 - Umsebenzi Okhokhelwayo, Ukubonisana kanye Nokugcinwa Kwabasebenzi

Dalula yonke imisebenzi ekhokhelwayo kanye nokuqashwa.

- Ø Iholo lisho ukutholwa kwemihlomulo ewukheshi noma ngohlobo.
- Ø Umsebenzi usho ukwenza isevisi umuntu ahola ngayo.
- Ø Isisebenzi sikahulumeni kufanele sithole invume kuNgqongqoshe waso ngokwenza umsebenzi okhokhelwayo ngaphandle kwemisebenzi kahulumeni.

Dalula noma yiziphi izintshisekelo kunoma iyiphi inkampani yokubonisana noma inkampani ehlinzeka nge

- Ø Igama leklayenti kanye nemvelo yokubonisana noma ukugcinwa.
- Ø Uhlobo lomsebenzi webhizinisi
- Ø Inani lezinzuzo ezitholiwe lingase libhekisele ezinzuzweni eziyimali noma uhlobo.

IMININGWANE EJWAYELEKILE EMVA KOKUPHELISA UHLU LWEMIBUZO NJENGOBA LUQUKETHWE EZITH

A. Imiyalo yokuqeda nokuhanjiswa

1. ZONKE izingxenye zohlu lwemibuzo kuSithasiselo A kufanele zigcwaliswe kahle futhi zisayinwe. Imibuzo kufanele iphendulwe ngokugcwele noma kukhonjisiwe ukuthi ayisebenzi ("n/a"). Abasayinileyo kuhlu lwemibuzo kumele bagunyazwe ngokufanelekile ukuthi banikeze ulwazi.
2. Uhlu lwemibuzo olukuSithasiselo A kufanele lugcwaliswe mayelana nabaqokelwe ezikhundleni zeBhodi noma kuKomidi Labaluleki ngokoMthetho Womshuwalense Wezempilo Kazwelonke njengoba kukhonjisiwe kuwo.
3. Isakhiwo sohlu lwemibuzo noma amagama emibuzo angeke ashintshwe. Nokho, lo mbhalo ungase ukhiqizwe kabusha.
4. Izimpendulo zingabhalwa ngesandla noma ngokubhala ngomshini.
 - a. Uma uhlu lwemibuzo lugcwalisiwe sebenzisa imodi ye-*overtyp*e ngenkathi izimpendulo zibhalwa ngomshini. Ayikho imigqa engafakwa. Lapho singekho isikhala esanele sezimpendulo sicela usebenzise amaphepha engeziwe akhonjwe ngokufanelekile embuzweni ofanele.
 - b. Uma uhlu lwemibuzo lugcwaliswe ngokubhaliwe futhi uma isikhala esinikeziwe singanele, imininingwane inganikezwa ekhasini elihlukile, liqondiswe ngokufanelekile embuzweni ofanele. Sicela ukhombise inombolo yanoma yimaphi amashidi angeziwe anamathiselwe kulesi Sithasiselo.
 - c. Uma uhlu lwemibuzo oluthunyelwe luqukethe noma yiziphi izinguquko kulwazi oluthayiphiwe noma olubhaliwe, lezo zinguquko kufanele zisayinwe.

B. Ulwazi Olujwayelekile Olubalulekile

1. UMqondisi-Jikelele angacela ulwazi noma imibhalo ngaphezu kolwazi kanye nemibhalo eceliwe kunoma yiziphi izingxenye zalolu hlu lwemibuzo.
2. Ulwazi oluseNgxenyeni 1 yohlu lwemibuzo luzotholakala esizindeneni somphakathi.
3. Ulwazi oluseNgxenyeni 2.1 yohlu lwemibuzo luzotholakala esizindeneni somphakathi.
4. Ulwazi oluseNgxenyeni 2.2 yohlu lwemibuzo NGEKE lutholakale esizindeneni somphakathi futhi lusetshenziswa ngokusemthethweni uMnyango Wezempilo Kazwelonke kanye nenhlangano Yesikhwama Se-NHI KUPHELA.
5. Ulwazi oluseNgxenyeni 3 yohlu lwemibuzo NGEKE lutholakale esizindeneni somphakathi ngesikhathi sokuqoka nokufaka ohlwini olufushane. Kodwa-ke, izoba sesidlangalaleni kubo bonke abakhethiwe kuphela futhi IZOTHUNYELWA yiphaneli yabeluleki yesikhashana eqhuba inhlolokhono. Ulwazi lwamakhandidethi ANGEKHO ohlwini lwabakhethiwe NGEKE lube sesizinda somphakathi.

ISIFUNGO: MINA

ngiyaqonda futhi ngiyavumelana
nemibandela

ehlobene nolwazi lwami oluhlinzekwe kuzo zonke izingxenye zaleli fomu lokuqoka umuntu
ozokhethwa njengoba kukhonjisiwe Olwazini Olujwayelekile kanye nakwiFomu.

Isiginesha

Usuku

ISITHASISELO 1.1: IFOMU LOKUKHETHA - IBHODI LE-NHI

IMININGWANE OKUFANELE IGCWALISE ABAQOKI ABANTU EZIKHUNDLENI EZIKUZO. IBHODI LE-NHI

Kufanele igcwaliswe ngumuntu wemvelo noma ummeleli ogunyaziwe womuntu osemthethweni

INGXENYE 1 Imininingwane yomuntu siqu yomuntu oqokiwe maqondana nalokhu kuqokwa kuqedwa:

- | | | | | | | |
|---|--|---------|------|------|------|------|
| 1 | Ithayithili: | SOLWAZI | DKT. | MNU. | NKK. | NKZ. |
| 2 | Isibongo: | | | | | |
| 3 | Noma yiziphi izibongo zangaphambilini: | | | | | |
| 4 | Igama lokuqala eliphelele: | | | | | |

INGXENYE 2 Imininingwane yesikhundla eBhodini Lomshwalense Wezempilo Kazwelonke

Khomba ubuchwepheshe obuhlongozwayo, amakhono nolwazi noma ulwazi olunikelwe:

5 Ibhodi lesiKhwama se-NHI

Cacisa ubuchwepheshe, amakhono nolwazi noma ulwazi:

- | | | | | |
|-----|---|--|---|---|
| 5.1 | uxhaso lwezimali zesevisi yezempilo | | 'X' OKUKODWA NOMA OKUNINGI
<div style="border: 1px solid black; height: 100px; margin: 0 auto;"></div> | ULWAZI LOMPHAKATHI
<div style="border: 1px solid black; height: 100px; margin: 0 auto;"></div> |
| 5.2 | ezomnotho zezempilo | | | |
| 5.3 | ukuhlela, ukuqapha kanye nokuhlola impilo yomphakathi | | | |
| 5.4 | umthetho | | | |
| 5.5 | isayensi ye-actuary | | | |
| 5.6 | ubuchwepheshe bolwazi | | | |
| 5.7 | ukuxhumana | | | |
| 5.8 | emele uNgqongqoshe | | | |
| 5.9 | okunye | | | |

ikhendidethi engaqashiwe uMbuso (okuhlanganisa nokungeyona ilungu noma iPhalamende):

YEBO / CHA

IMINININGWANE YOMQOKI:

6.1	Ithayithili:	SOLWAZI	DKT.	MNU.	NKK.	NKZ.
6.2	Isibongo:					
6.3	Noma yiziphi izibongo zangaphambilini:					
6.4	Igama lokuqala eliphelele:					
6.5	Omunye Umuntu Wezomthetho					
6.6	Ikheli lokuhlala/elisemthethweni:					
					IKHODI	
6.7	Ikheli leposi:					
					IKHODI	
6.8	Izinombolo zocingo zokuxhumana:					
6.8.1	Ucingo Lwasendlini:					
6.8.2	Iseli:					
6.9	Ukwehlukahlukana kwababambe iqhaza:	'X' OKUKODWA NOMA OKUNINGI				
6.9.1	Iqembu labasebenzisi (iziguli)					
6.9.2	Inhlangano yomphakathi					
6.9.3	Umsebenzi ohleliwe					
6.9.4	Inhlangano yobungcweti bezempilo					
6.9.5	Enye inhlangano yezempilo					
6.9.6	Inhlangano yebhizinisi emele					
6.9.7	Umthamo wangasese					
6.9.8	Okunye					

Okwehhovisi:

ISIFUNGO:

MINA

ngiyaqinisekisa ukuthi ngifanelekile

NjengoMsebenzisi we-NHI, noma ngigunyazwe ukumela Abasebenzisi abasemthethweni, nokuthi yonke imininingwane ehlinzekwe kuleli fomu lokuqoka umuntu ozongenela ukhetho ilungile ngokwazi kwami nokuthi lowo oqokelwe ukuqokwa uvumile ukuqokelwa esikhundleni esikhonjiswe eNgxenyeni yoku-1.

Isiginesha

Usuku

ISITHASISELO 1.2: IFOMU LOKUQOKA - IKOMIDI LEBHODI LE-NHI

IMINININGWANE OKUFANELE IGCWALISE ABAQOKI BABANTU ABAZONGENA EZIKHUNDLENI ZEKOMIDI LEBHODI LE-NHI

Kufanele igcwaliswe ngumuntu wemvelo noma ummeleli ogunyaziwe wegatsha lezomthetho

INGXENYE 1 Imininingwane yomuntu oqokiwe maqondana nalokhu kuqokwa igcwalisiwe:

- 1 Ithayithili:

SOLWAZI	DKT.	MNU.	NKK.	NKZ.
---------	------	------	------	------
- 2 Isibongo:
- 3 Noma yiziphi izibongo zangaphambilini:
- 4 Igama lokuqala eliphelele:

INGXENYE 2 Imininingwane yesikhundla eKomidini Likazwelonke Lomshuwalense Wezempilo

Khomba ubuchwepheshe obuhlongozwayo, amakhono nolwazi noma ulwazi olunikelwe:

- 5 Ikomidi Lebhodi
 - A Ikomidi Lezezimali
 - B Ikomidi Lemiholo
 - C Ikomidi Lokucwaningwa Kwamabhuku Nezingozi
 - D Ikomidi Lezenhlalakahle Nezimiso Zokuziphatha
 - E Ikomidi Lokuqokwa Nokubusa

Cacisa ubuchwepheshe, amakhono nolwazi noma ulwazi:

- 5.1 uxhaso lwezimali zesevisi yezempilo
- 5.2 ezomnotho zezempilo
- 5.3 ukuhlola, ukuqapha kanye nokuhlola impilo yomphakathi
- 5.4 umthetho
- 5.5 isayensi ye-actuary
- 5.6 ubuchwepheshe bolwazi
- 5.7 ukuxhumana
- 5.8 emele uNgqongqoshe
- 5.9 okunye

'X' OKUKODWA NOMA OKUNINGI

ULWAZI LOMPHAKATHI

ikhendidethi engaqashiwe uMbuso (okuhlalanisa nokungeyona ilungu noma iPhalamende):

YEB
O

IMINININGWANE YOMQOKI:

6.1	Ithayithili:	SOLWAZI	DKT.	MNU.	NKK.	NKZ.
6.2	Isibongo:					
6.3	Noma yiziphi izibongo zangaphambilini:					
6.4	Igama lokuqala eliphelele:					
6.5	Omunye Umuntu Wezomthetho					
6.6	Ikheli lokuhlala/elisemthethweni:					
		IKHODI				
6.7	Ikheli leposi:					
		IKHODI				
6.8	Izinombolo zocingo zokuxhumana:					
6.8.1	Ucingo Lwasendlini:					
6.8.2	Iseli:					
6.9	Ukwehlukahlukana kwababambe iqhaza:	X' OKUKODWA NOMA OKUNINGI				
6.9.1	Iqembu labasebenzisi (iziguli)					
6.9.2	Inhlangano yomphakathi					
6.9.3	Umsebenzi ohleliwe					
6.9.4	Inhlangano yobungcweti bezempilo					
6.9.5	Enye inhlangano yezempilo					
6.9.6	Inhlangano yebhizinisi emele					
6.9.7	Umthamo wangasese					
6.9.8	Okunye					

Okwehhovisi:

ISIFUNGO:

MINA

ngiyaqinisekisa ukuthi ngifanelekile

NjengoMsebenzisi we-NHI, noma ngigunyazwe ukumela Abasebenzisi abasemthethweni, nokuthi yonke imininingwane ehlinzekwe kuleli fomu lokuqoka umuntu ozongenela ukhetho ilungile ngokwazi kwami nokuthi lowo oqokelwe ukuqokwa uvumile ukuqokelwa esikhundleni esikhonjiswe eNgxenyeni yoku-1.

Isiginesha

Usuku

ISITHASISELO 1.3: IFOMU LOKUQOKA - IKOMIDI LABALULEKI LE-NHI

IMININGWANE OKUFANELE IGCWALISWE ABAQOKI BABANTU ABAZONGENA EZIKHUNDLENI ZEKOMIDI LOKWELULEKA LE-NHI

Kufanele igcwaliswe ngumuntu wemvelo noma ummeleli ogunyaziwe wegatsha lezomthetho

INGXENY Imininingwane yomuntu siqu yomuntu oqokiwe maqondana nalokhu kuqokwa igcwalisiwe:

- 1 Ithayithili:

SOLWAZI	DKT.	MNU.	NKK.	NKZ.
---------	------	------	------	------
- 2 Isibongo:
- 3 Noma yiziphi izibongo zangaphambilini:
- 4 Igama lokuqala eliphelele:

INGXENY Imininingwane yesikhundla eBhodini Lomshwalense Wezempilo Kazwelonke

Khomba ubuchwepheshe obuhlongozwayo, amakhono nolwazi noma ulwazi olunikelwe:

- 5 IKomidi Lokweluleka Ngesikhwama Se-NHI
 - A Ikomidi Labaluleki Ngemihlomulo (s25)
 - B Ikomidi Lentengo Lezinzu Zokunakekelwa Kwezempilo (s26)

Cacisa ubuchwepheshe, amakhono nolwazi noma ulwazi:

- | | | | |
|-----|--|---|--|
| 5.1 | uxhaso lwezimali zesevisi yezempilo | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.2 | ezomnotho zezempilo | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.3 | ukuhlela, ukuqapha kanye nokuhlola impilo yomphakathi | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.4 | umthetho | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.5 | isayensi ye-actuary | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.6 | ubuchwepheshe bolwazi | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.7 | ukuxhumana | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.8 | emele uNgqongqoshe | <table border="1" style="width: 30px; height: 20px;"></table> | |
| 5.9 | Okunye <table border="1" style="display: inline-table; width: 250px; height: 20px; vertical-align: middle;"></table> | <table border="1" style="width: 30px; height: 20px;"></table> | |

'X' OKUKODWA NOMA OKUNINGI

ULWAZI LOMPHAKATHI

ikhendidethi engaqashiwe uMbuso (okuhlanganisa nokungeyona ilungu noma iPhalame)

YEB
O

IMININGWANE YOMQOKI:

6.1	Ithayithili:	SOLWAZI	DKT.	MNU.	NKK.	NKZ.
6.2	Isibongo:					
6.3	Noma yiziphi izibongo zangaphambilini:					
6.4	Igama lokuqala eliphelele:					
6.5	Elinye Igatsha Lezomthetho					
6.6	Ikheli lokuhlala/elisemthethweni:					
					IKHODI	
6.7	Ikheli leposi:					
					IKHODI	
6.8	Izinombolo zocingo zokuxhumana:					
6.8.1	Ucingo Lwasendlini:					
6.8.2	Iseli:					
6.9	Ukwehlukahlukana kwababambe iqhaza:	'X' OKUKODWA NOMA OKUNINGI				
6.9.1	Iqembu labasebenzisi (iziguli)					
6.9.2	Inhlangano yomphakathi					
6.9.3	Umsebenzi ohleliwe					
6.9.4	Inhlangano yobungcweti bezempilo					
6.9.5	Enye inhlangano yezempilo					
6.9.6	Inhlangano yebhizinisi emele					
6.9.7	Umthamo wangasese					
6.9.8	Okunye					

Okwehhovisi:

ISIFUNGO:

MINA

ngiyaqinisekisa ukuthi ngifanelekile

NjengoMsebenzisi we-NHI, noma ngigunyazwe ukumela Abasebenzisi abasemthethweni, nokuthi yonke iminingwane ehlinzekwe kuleli fomu lokuqoka umuntu ozongenela ukhetho ilungile ngokwazi kwami nokuthi lowo oqokelwe ukuqokwa uvumile ukuqokelwa esikhundleni esikhonjiswe eNgxenyeni yoku-1.

Isiginesha

Usuku

ISITHASISELO 2.1: IFOMU LOQOKIWE - IBHODI LE-NHI

UHLU LWEMIBUZO LUZOGCWALIWA ABAQOKELWE IZIKHUNDLA EBHODINI YE-NHI

QAPHELA ukuthi isigaba 16(1) sithi "Ilungu leBhodi akumele lizibandakanye kunoma yimuphi umsebenzi okhokhelwayo ongashayisana nokwenza kahle imisebenzi yalo."

Ingabe unentshisekelo yezezimali emkhakheni wezempilo?

YEBO / CHA

Ingabe uyakuvumela ukudalulwa kwentshisekelo uma uqokiwe?

YEBO / CHA

INGXENYE 1 Imininingwane yesikhundla ezinhlakeni zokuphatha zoMshwalense Wezempilo Kazwelonke

Khomba ubuchwepheshe obuhlongozwayo, amakhono nolwazi noma ulwazi olunikelwe:

1.1 Ibhodi lesiKhwama se-NHI

Cacisa ubuchwepheshe, amakhono nolwazi noma ulwazi:

- 1.1.1 uxhaso lwezimali zesevisi yezempilo
- 1.1.2 ezomnotho zezempilo
- 1.1.3 ukuhlela, ukuqapha kanye nokuhlola impilo yomphakathi
- 1.1.4 umthetho
- 1.1.5 isayensi ye-actuary
- 1.1.6 ubuchwepheshe bolwazi
- 1.1.7 ukuxhumana
- 1.1.8 emele uNgqongqoshe

"X" OKUKODWA NOMA OKUNINGI

ULWAZI LOMPHAKATHI

Ngityaqinisekisa ukuthi ANGIQASHWE UMbuso (okuhlanganisa nokungelona ilungu noma iPhalamende

YEBO

INGXENYE 2.1 Imininingwane yomuntu siqu esesidlalaleni yomuntu ophakanyisiwe maqondana nalolu hlu lwemibuzo olugcwaliswayo:

2.1	Title:	SOLWAZI	DKT.	MNU.	NKK.	NKZ.	Ulwazi luzotholakala emphakathini jikelele
2.2	Isibongo:						
2.3	Noma yiziphi izibongo zangaphambilini:						
2.4	Igama lokuqala eliphelele:						
2.5	Noma yiliphi igama lokuqala langaphambilini:						
2.6	Ubuhlanga	B / W / I / C	Ubulili	Ukukhubazeka		YEBO / CHA	
2.7	Iziqu zobungcweti (Imininingwane inganikezwa eshidini elihlukene):						
	Iziqu	Unyaka	Isikhungo				
2.7.1							
2.7.2							
2.7.3							
2.7.4							
2.7.5							
2.7.6							
2.8	I-curriculum vitae eneminingwane (Namathise)	YEBO		CHA			
2.9	Ubuzwe:						

INGXENYE 2.2 Imininingwane eyimfihlo yomuntu ophakanyisiwe maqondana nalolu hlu lwemibuzo olugcwaliswayo:

2.10	Bonisa ukuthi ubuzwe batholwa kanjani:			Okwehhovisi: (Imininingwane eyimfihlo)
2.10.1	Ngokuzalwa			
2.10.2	Ngokwemvelo			
2.10.3	Ngomshado			
	Isakhamuzi Saphakade	YEBO	CHA	
2.11	Usuku lokuzalwa:	Ubudala		
2.12	Indawo yokuzalwa:			
2.13	Inombolo kamazisi ye-RSA (namathisela ikhophi eqinisekisiwe):			
2.14	Ikheli lendawo yokuhlala:			
		IKHODI		
2.15	Amakheli okuhlala angaphambilini phakathi neminyaka emi-5 edlule:			
		IKHODI		
2.16	Ikheli leposi:			
		IKHODI		
2.17	Izinombolo zocingo zokuxhumana:			
2.17.1	Ucingo lwasendlini:			
2.17.2	Iseli:			

INGXENYE 3 Imininingwane yomuntu ekuhloleni okuthile ukuze kuhlolwe ukufaneleka kanye nekhono

Lolu lwazi luzoba sesizindeneni somphakathi kuwo wonke amakhandidethi asohlwini olufushane kuphela

Uma noma yiziphi izimpendulo kunoma yimuphi wale mibuzo zithi 'yebo' sicela unikeze imininingwane emakhasini ahlukeni anereferensi efanele.

3.1	Ingabe wake wabhekana nokuqulwa kwamacala okuqondiswa izigwegwe noma ubugebengu, noma waziswe nganoma yiziphi izinyathelo ezisazokwenziwa noma nganoma yiluphi uphenyo olungaholela kulelo cala?	AKUSEBENZI	YEBO	CHA
3.2	Ingabe wena, noma noma yiliphi ibhizinisi oye waba nentshisekelo kulo elilawulayo noma elibe nomthelela omkhulu, laphenywa, laqondiswa izigwegwe, lamiswa noma lagxekwa inhlango elawulayo noma yobungcweti, inkantolo noma inkantolo, esidlangalaleni noma ngasese?	AKUSEBENZI	YEBO	CHA
3.3	Ingabe uke wazihlanganisa, ngobunikazi noma esikhundleni sokuphatha, nenkampani, ubambiswano noma enye inhlango yebhizinisi eye yanqatshelwa ukubhaliswa, ukugunyazwa, ubulungu noma ilayisense yokuhweba, ibhizinisi noma ubungcweti, noma eye yahoxiswa lokho kubhaliswa, ukugunyazwa, ubulungu noma ilayisense, yahoxiswa noma yanqanyulwa?	AKUSEBENZI	YEBO	CHA
3.4	Njengomphumela wokususwa kwelayisensi efanele, ukubhaliswa noma esinye isiphathimandla esishiwo embuzweni wesi-3 ngenhla, ingabe wake wenqatshwa yini ilungelo lokwenza uhwebo, ibhizinisi noma umkhakha odinga ilayisensi, ukubhaliswa noma okunye ukugunyazwa?	AKUSEBENZI	YEBO	CHA
3.5	Ingabe wake waba ngaphansi kwesikhalazo esizwakalayo esiphathelene nemisebenzi elawulwayo?	AKUSEBENZI	YEBO	CHA
3.6	Uke wabekwa icala noma walahlwa yinoma yiliphi icala lobugebengu, ikakhulukazi icala elihlobene nokungathembeki, ukukhwabanisa, ukuqamba amanga, ukukhuluma idokhumenti yomgunyathi, ukuqamba amanga noma yibuphi ubugebengu bezezimali noma ezinye izenzo zobugebengu noma uhileleke ezenzweni zezezimali ezimbi kakhulu noma okunye ukungaziphathi kahle?	AKUSEBENZI	YEBO	CHA
3.7	Ingabe uke wephula noma yiziphi izidingo namazinga enhlangano elawulayo, indikimba yochwepheshe, uhulumeni noma izikhungo zayo?	AKUSEBENZI	YEBO	CHA
3.8	Wake waba umqondisi, uzakwethu, noma ngenye indlela obambe iqhaza ekuphathweni kwebhizinisi elingene ekuphathelweni impahla, ekungakwazini ukukhokhela izikweletu noma ukuqedwa ngesikhathi uxhumene nalelo bhizinisi noma ungakapheli unyaka owodwa ngemuva kwalokho kuxhumeke?	AKUSEBENZI	YEBO	CHA
3.9	Wake waxoshwa, wacelwa ukuba wesule noma wesule, emsebenzini noma esikhundleni sokwethenjwa, ukuqashwa kokwethembeka noma okufanayo ngenxa yemibuzo ephathelene nokwethembeka nobuqotho bakho?	AKUSEBENZI	YEBO	CHA
3.10	Ingabe wake wakhishwa, ngaphansi koMthetho Wezinkampani nanoma yimuphi omunye umthetho wezinkonzo zezezimali noma umthethonqubo inhloso yawo ukuvikela umphakathi ekulahlekelweni yizimali ekubeni ubambe njengomqondisi noma esikhundleni sokuphatha?	AKUSEBENZI	YEBO	CHA
3.11	Ingabe wake watholakala njengomuntu okhubazekile ngokomqondo?	AKUSEBENZI	YEBO	CHA
3.12	Uke waqondiswa izigwegwe yinhlangano eqeqeshiwe, yezohwebo noma elawulayo, noma waxoshwa noma wacelwa ukuba wesule kunoma yisiphi isikhundla noma ihhovisi ngenxa yobudedengu, ukuhluleka noma ukuphatha kabi?	AKUSEBENZI	YEBO	CHA
3.13	Uke waba ngaphansi kwanoma yisiphi isahlulelo esibi noma umklomelo, eNingizimu Afrika noma kwenye indawo osala ungakaqhamuki noma ongagculisekanga ngesikhathi esifanele?	AKUSEBENZI	YEBO	CHA
3.14	Ingabe uke wenza noma yiziphi izinhlelo noma ukwakheka nabakweletwayo, wafaka isicelo sokuthi uphelelewe imali, wagwetshwa njengongenamali, izimpahla zakho zathathwa, noma waba nengxenywe ezinqubweni eziphathelene nanoma yikuphi kwalokhu?	AKUSEBENZI	YEBO	CHA
3.15	Wake waba yisikhulu esiphezulu senkampani noma umnikazi wamasheya osesimweni sokuba nethonya elikhulu enkampanini:			
	(a) Eke yaba ngaphansi kwanoma yisiphi isahlulelo esibi noma umklomelo, eNingizimu Afrika noma kwenye indawo, osasele noma ongagculisekanga ngesikhathi esifanele?	AKUSEBENZI	YEBO	CHA
	(b) Ingabe, eNingizimu Afrika noma kwenye indawo, ike yenza noma yiziphi izinhlelo noma ukuhlanganiswa nabakweletwayo, abafaka isicelo sokuqolwa, bagwetshwa njengabangenamali, bathathelwa impahla, noma baba nesandla ezinqubweni eziphathelene nanoma yikuphi kwalokhu osekushiwo ngaphambili?	AKUSEBENZI	YEBO	CHA

This image shows a single page of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or printed text on the page.

ISIFUNGO:

MINA ngiyaqinisekisa ukuthi yonke

imininingwane ehlinzekwe kuzo zonke izingxenye zaleli fomu lokuqoka ikhandidethi ilungile nokuthi ngizifakela isicelo mathupha sesikhundla esibonisewe eNgxenyeni 1.

Isiginesha

Usuku

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ISITHASISELO 2.2: IFOMU LOKUQOKELWA - IKOMIDI LEBHODI LE-NHI

UHLU LWEMIBUZO LUZOZGALIWA ABAQOKELWE IZIKHUNDLA EKOMIDINI LEBHODI LE-NHI

QAPHELA ukuthi isigaba 16(1) sithi "Ilungu leBhodi akumele lizibandakanye kunoma yimuphi umsebenzi okhokhelwayo ongashayisana nokwenza kahle kwemisebenzi yalo."

Ingabe unentshisekelo yezezimali emkhakheni wezempilo?

YEBO / CHA

Ingabe uyakuvumela ukudalulwa kwentshisekelo uma uqokiwe?

YEBO / CHA

INGXENYE 1 Imininingwane yesikhundla ezinhakeni zokuphatha zoMshwalense Wezempilo Kazwelonke

Khomba ubuchwepheshe obuhlongozwayo, amakhono nolwazi noma ulwazi olunikelwe:

1.1 IKomidi Lebhodi Lesikhwama Se-NHI

Cacisa ubuchwepheshe, amakhono nolwazi noma ulwazi:

'X' OKUKODWA NOMA OKUNINGI

- 1.1.1 uxhaso lwezimali zesevisi yezempilo
- 1.1.2 ezomnotho zezempilo
- 1.1.3 ukuhlela, ukuqapha kanye nokuhlola impilo yomphakathi
- 1.1.4 umthetho
- 1.1.5 isayensi ye-actuary
- 1.1.6 ubuchwepheshe bolwazi
- 1.1.7 ukuxhumana
- 1.1.8 emele uNgqongqoshe

1.2 IKomidi Lebhodi

- 1.2.1 IKomidi Lezezimali
- 1.2.2 IKomidi Lemiholo
- 1.2.3 IKomidi Lokucwaningwa Kwamabhuku Nezingozi
- 1.2.4 IKomidi Lezenhlalakahle Nezimiso Zokuziphatha
- 1.2.5 IKomidi Lokuqokwa Nokubusa

ULWAZI LOMPHAKATHI

Ngiaqinisekisa ukuthi ANGIQASHWE UMbuso (okuhlanganisa nokungabi ilungu noma iPhalamende):

YEBO

INGXENYE 2.1 Imininingwane yomuntu siqu esesidlangalaleni yomuntu ophakanyisiwe maqondana nalolu hlu lwemibuzo olugcwaliswayo:

2.1	Ithayithili:	SOLWAZI	DKT.	MNU.	NKK.	NKZ.
2.2	Isibongo:					
2.3	Noma yiziphi izibongo zangaphambilini:					
2.4	Igama lokuqala eliphelele:					
2.5	Noma yiliphi igama lokuqala langaphambilini:					
2.6	Ubuhlanga	B / W / I / C	Ubulili	Ukukhubazeka	YEBO / CHA	
2.7	Iziqu zobungcweti (Imininingwane inganikezwa eshidini elihlukene):					
	Iziqu	Unyaka	Isikhungo			
2.7.1						
2.7.2						
2.7.3						
2.7.4						
2.7.5						
2.7.6						
2.8	I-curriculum vitae eneminingwane (Namathise)	YEBO	CHA			
2.9	Ubuzwe:					

Ulwazi luzotholakala emphakathini jikelele

INGXENYE 2.2 Imininingwane eyimfihlo yomuntu ophakanyisiwe maqondana nalolu hlu lwemibuzo olugcwaliswayo:

2.10	Bonisa ukuthi ubuzwe batholwa kanjani:		
2.10.1	Ngokuzalwa		
2.10.2	Ngokwemvelo		
2.10.3	Ngomshado		
	Isakhamuzi Saphakade	YEBO	CHA
2.11	Usuku lokuzalwa:	Ubudala	
2.12	Indawo yokuzalwa:		
2.13	Inombolo kamazisi ye-RSA (namathisele ikhophi eqinisekisiwe):		
2.14	Ikheli lendawo yokuhlala:		
		IKHODI	
2.15	Amakheli okuhlala angaphambilini phakathi neminyaka emi-5 edule:		
		IKHODI	
2.16	Ikheli leposi:		
		IKHODI	
2.17	Izinombolo zocingo zokuxhumana:		
2.17.1	Ucingo Lwasendlini:		
2.17.2	Iseli:		

Okwehhovisi:
(Imininingwane eyimfihlo)

INGXENYE 3 Imininingwane yomuntu ekuhlolweni okuthile ukuze kuhlolwe ukufaneleka kanye nekhono

Lolu lwazi luzoba sesizindeni somphakathi kuwo wonke amakhandidethi akhethiwe kuphela

Uma noma yiziphi izimpendulo kunoma yimuphi wale mibuzo zithi 'yebo' sicela unikeze imininingwane emakhasini ahlukeni anereferensi efanele.

3.1	Ingabe wake wabhekana nokuqulwa kwamacala okuqondiswa izigwegwe noma ubugebengu, noma waziswe nganoma yiziphi izinyathelo ezisazokwenziwa noma nganoma yiluphi uphenyo olungaholela kulelo cala?	AKUSEBENZI	YEBO	CHA
3.2	Ingabe wena, noma noma yiliphi ibhizinisi oye waba nentshisekelo kulo elilawulayo noma elibe nomthelela omkhulu, laphenywa, laqondiswa izigwegwe, lamiswa noma lagxekwa inhlangano elawulayo noma yobungcweti, inkantolo noma inkantolo, esidlangalaleni noma ngasese?	AKUSEBENZI	YEBO	CHA
3.3	Ingabe uke wazihlanganisa, ngobunikazi noma esikhundleni sokuphatha, nenkampani, ubambiswano noma enye inhlangano yebhizinisi eye yanqatshelwa ukubhaliswa, ukugunyazwa, ubulungu noma ilayisense yokuhweba, ibhizinisi noma ubungcweti, noma eye yahoxiswa lokho kubhaliswa, ukugunyazwa, ubulungu noma ilayisense, yahoxiswa noma yanqanyulwa?	AKUSEBENZI	YEBO	CHA
3.4	As a result of the removal of the relevant licence, registration or other authority mentioned in question 3 above, have you ever been refused the right to carry on a trade, business or profession requiring a licence, registration or other authorization?	AKUSEBENZI	YEBO	CHA
3.5	Ingabe wake waba ngaphansi kwesikhalazo esizwakalayo esiphathelene nemisebenzi elawulwayo?	AKUSEBENZI	YES	CHA
3.6	Uke wabekwa icala noma walahlwa yinoma yiliphi icala lobugebengu, ikakhulukazi icala elihlobene nokungathembeki, ukukhwabanisa, ukuqamba amanga, ukukhuluma idokhumenti yomgunyathi, ukuqamba amanga noma yibuphi ubugebengu bezezimali noma ezinye izenzo zobugebengu noma uhileleke ezenzweni zezezimali ezimbi kakhulu noma okunye ukungaziphathi kahle?	AKUSEBENZI	YEBO	CHA
3.7	Ingabe uke wephula noma yiziphi izidingo namazinga enhlangano elawulayo, indikimba yochwepheshe, uhulumeni noma izikhungo zayo?	AKUSEBENZI	YEBO	CHA
3.8	Wake waba umqondisi, uzakwethu, noma ngenye indlela obambe iqhaza ekuphathweni kwebhizinisi elingene ekuphathelweni impahla, <i>ekungakwazini ukukhokhela izikweletu</i> noma ukuqedwa ngesikhathi uxhumene nalelo bhizinisi noma ungakapheli unyaka owodwa ngemuva kwalokho kuxhumeke?	AKUSEBENZI	YEBO	CHA
3.9	Wake waxoshwa, wacelwa ukuba wesule noma wesule, emsebenzini noma esikhundleni sokwethenjwa, ukuqashwa kokwethembeka noma okufanayo ngenxa yemibuzo ephathelene nokwethembeka nobuqotho bakho?	AKUSEBENZI	YEBO	CHA
3.10	Ingabe wake wakhishwa, ngaphansi koMthetho Wezinkampani nanoma yimuphi omunye umthetho wezinkonzo zezezimali noma umthethonqubo inhloso yawo ukuvikela umphakathi ekulahlekelweni yizimali ekubeni ubambe njengomqondisi noma esikhundleni sokuphatha?	AKUSEBENZI	YEBO	CHA
3.11	Ingabe wake watholakala njengomuntu okhubazekile ngokomqondo?	AKUSEBENZI	YEBO	CHA
3.12	Uke waqondiswa izigwegwe yinhlangano eqeqeshiwe, yezohwebo noma elawulayo, noma waxoshwa noma wacelwa ukuba wesule kunoma yisiphi isikhundla noma ihhovisi ngenxa yobudedengu, ukuhluleka noma ukuphatha kabi?	AKUSEBENZI	YEBO	CHA
3.13	Uke waba ngaphansi kwanoma yisiphi isahlulelo esibi noma umklomelo, eNingizimu Afrika noma kwenye indawo osala ungakaqhamuki noma ongagculisekanga ngesikhathi esifanele?	AKUSEBENZI	YEBO	CHA
3.14	Ingabe uke wenza noma yiziphi izinhlelo noma ukwakheka nabakweletwayo, wafaka isicelo sokuthi uphelelwe imali, wagwetshwa njengongenamali, izimpahla zakho zathathwa, noma waba nengxenye ezinqubweni eziphathelene nanoma yikuphi kwalokhu?	AKUSEBENZI	YEBO	CHA

3.15	Wake waba yisikhulu esiphezulu senkampani noma umnikazi wamasheya osesimweni sokuba nethonya elikhulu enkampanini:			
	(a) Eke yaba ngaphansi kwanoma yisiphi isahlulelo esibi noma umklomelo, eNingizimu Afrika noma kwenye indawo, osasele noma ongagculisekanga ngesikhathi esifanele?	AKUSEBENZI	YEBO	CHA
	(b) Ingabe, eNingizimu Afrika noma kwenye indawo, eke yenza noma yiziphi izinhlelo noma ukuhlanganiswa nabakweletwayo, abafaka isicelo sokuqolwa, bagwetshwa njengabangenamali, bathathelwa impahla, noma baba nesandla ezinqubweni eziphathelele nanoma yikuphi kwalokhu osekushiwo ngaphambili?	AKUSEBENZI	YEBO	CHA

ISIFUNGO:

MINA _____

ngiyaqinisekisa ukuthi yonke

imininingwane ehlinzekwe kuzo zonke izingxenywe zaleli fomu lokuqoka ikhandidethi ilungile nokuthi ngizifakela isicelo mathupha sesikhundla esiboniswe eNgxenyeni 1.

Isiginesha

Usuku

ISITHASISELO 2.3: IFOMU LOKUQOKELWA - IKOMIDI LABALULEKI LE-NHI

UHLU LWEMIBUZO LUZOGCWALIWA ABAQOKELWE IZIKHUNDLA EKOMIDINI LABALULEKIE LE-NHI

QAPHELA ukuthi isigaba 16(1) sithi "Ilungu leBhodi akumele lizibandakanye kunoma yimuphi umsebenzi okhokhelwayo ongashayisana nokwenza kahle kwemisebenzi yalo."

Ingabe unentshisekelo yezezimali emkhakheni wezempilo?

YEBO / CHA

Ingabe uyakuvumela ukudalulwa kwentshisekelo uma uqokiwe?

YEBO / CHA

INGXENYE 1 Imininingwane yesikhundla ezinhakeni zokuphatha zoMshwalense Wezempilo Kazwelonke

Khomba ubuchwepheshe obuhlongozwayo, amakhono nolwazi noma ulwazi olunikelwe:

1.1 IKomidi Lokweluleka Ngesikhwama Se-NHI

A IKomidi Labaluleki Ngemihlomulo (s25)

B IKomidi Lentengo Lezinzuzo Zokunakekelwa Kwezempilo (s26)

Cacisa ubuchwepheshe, amakhono nolwazi noma ulwazi:

1.1.1 uxhaso lwezimali zesevisi yezempilo

1.1.2 ezomnotho zezempilo

1.1.3 ukuhlela, ukuqapha kanye nokuhlola impilo yomphakathi

1.1.4 umthetho

1.1.5 isayensi ye-actuary

1.1.6 ubuchwepheshe bolwazi

1.1.7 ukuxhumana

1.1.8 emele uNgqongqoshe

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'X' OKUKODWA NOMA OKUNINGI

ULWAZI LOMPHAKATHI

Ngiaqinisekisa ukuthi ANGIQASHWE UMBuso (okuhlanganisa nokungabi ilungu noma iPhalamende

YEBO

INGXENYE 2.1 Imininingwane yomuntu siqu esidlangalaleni yomuntu ophakanyisiwe maqondana nalolu hlu lwemibuzo olugcwaliswayo:

2.1	Ithayithili:	SOLWAZI	DKT.	MNU.	NKK.	NKZ.
2.2	Isibongo:					
2.3	Noma yiziphi izibongo zangaphambilini:					
2.4	Igama lokuqala eliphelele:					
2.5	Igama lokuqala eliphelele:					
2.6	Ubuhlanga	B / W / I / C	Ubulili	Ukukhubazeka	YEBO / CHA	
2.7	Iziqu zobungcweti (Imininingwane inganikezwa eshidini elihlukene):					
	Iziqu	Unyaka	Isikhungo			
2.7.1						
2.7.2						
2.7.3						
2.7.4						
2.7.5						
2.19.6						
2.8	I-curriculum vitae enemininingwane (Namathise)	YEBO	CHA			
2.9	Ubuzwe:					

Ulwazi luzotholakala emphakathini jikelele

INGXENYE 2.2 Imininingwane eyimfihlo yomuntu ophakanyisiwe maqondana nalolu hlu lwemibuzo olugcwaliswayo:

2.10	Bonisa ukuthi ubuzwe batholwa kanjani:	
2.10.1	Ngokuzalwa	
2.10.2	Ngokwemvelo	
2.10.3	Ngomshado	
	Isakhamuzi Saphakade	YEBO CHA
2.11	Usuku lokuzalwa:	Ubudala
2.12	Indawo yokuzalwa:	
2.13	Inombolo kamazisi ye-RSA (namathisela ikhophi eqinisekisiwe):	
2.14	Ikheli lendawo yokuhlala:	
		IKHODI
2.15	Amakheli okuhlala angaphambilini phakathi neminyaka emi-5 edlule:	
		IKHODI
2.16	Ikheli leposi:	
		IKHODI
2.17	Izinombolo zocingo zokuxhumana:	
2.17.1	Ucingo Lwasendlini:	
2.17.2	Iseli:	

Okwehhovisi:
(Imininingwane eyimfihlo)

INGXENYE 3 Imininingwane yomuntu ekuhlolweni okuthile ukuze kuhlolwe ukufaneleka kanye nekhono

Lolu lwazi luzoba sesizindeneni somphakathi kuwo wonke amakhandidethi asohlwini olufushane kuphela

Uma noma yiziphi izimpendulo kunoma yimuphi wale mibuzo zithi 'yebo' sicela unikeze imininingwane emakhasini ahlukenene anereferensi efanele.

3.1	Ingabe wake wabhekana nokuqulwa kwamacala okuqondiswa izigwegwe noma ubugebengu, noma waziswe nganoma yiziphi izinyathelo ezisazokwenziwa noma nganoma yiluphi uphenyo olungaholela kulelo cala?	AKUSEBENZI	YEBO	CHA
3.2	Ingabe wena, noma noma yiliphi ibhizinisi oye waba nentshisekelo kulo elilawulayo noma elibe nomthelela omkhulu, laphenywa, laqondiswa izigwegwe, lamiswa noma lagxekwa inhlangothi elawulayo noma yobungcweti, inkantolo noma inkantolo, esidlalaleni noma ngasese?	AKUSEBENZI	YEBO	CHA
3.3	Ingabe uke wazihlanganisa, ngobunikazi noma esikhundleni sokuphatha, nenkampani, ubambiswano noma enye inhlangothi yebhizinisi eye yanqatshelwa ukubhaliswa, ukugunyazwa, ubulungu noma ilayisense yokuhweba, ibhizinisi noma ubungcweti, noma eye yahoxiswa lokho kubhaliswa, ukugunyazwa, ubulungu noma ilayisense, yahoxiswa noma yanqanyulwa?	AKUSEBENZI	YEBO	CHA
3.4	Njengomphumela wokususwa kwelayisensi efanele, ukubhaliswa noma esinye isiphathimandla esishiwo embuzweni wesi-3 ngenhla, ingabe wake wenqatshwa yini ilungelo lokwenza uhwebo, ibhizinisi noma umkhakha odinga ilayisensi, ukubhaliswa noma okunye ukugunyazwa?	AKUSEBENZI	YEBO	CHA
3.5	Ingabe wake waba ngaphansi kwesikhalazo esizwakalayo esiphathelene nemisebenzi elawulwayo?	AKUSEBENZI	YEBO	CHA
3.6	Uke wabekwa icala noma walahlwa yinoma yiliphi icala lobugebengu, ikakhulukazi icala elihlobene nokungathembeki, ukukhwabanisa, ukuqamba amanga, ukukhuluma idokhumenti yomgunyathi, ukuqamba amanga noma yibuphi ubugebengu bezezimali noma ezinye izenzo zobugebengu noma uhileleke ezenzweni zezezimali ezimbi kakhulu noma okunye ukugaziphathi kahle?	AKUSEBENZI	YEBO	CHA
3.7	Ingabe uke wephula noma yiziphi izidingo namazinga enhlangothi elawulayo, indikimba yochwepheshe, uhulumeni noma izikhungo zayo?	AKUSEBENZI	YEBO	CHA
3.8	Wake waba umqondisi, uzakwethu, noma ngenye indlela obambe iqhaza ekuphathweni kwebhizinisi elingene ekuphathelweni impahla, <i>ekungakwazini ukukhokha izikweletu</i> noma ukuqedwa ngesikhathi uxhumene nalelo bhizinisi noma ungakapheli unyaka owodwa ngemuva kwalokho kuxhumeke?	AKUSEBENZI	YEBO	CHA
3.9	Wake waxoshwa, wacelwa ukuba wesule noma wesule, emsebenzini noma esikhundleni sokwethenjwa, ukuqashwa kokwethembeka noma okufanayo ngenxa yemibuzo ephathelene nokwethembeka nobuqotho bakho?	AKUSEBENZI	YEBO	CHA
3.10	Ingabe wake wakhishwa, ngaphansi koMthetho Wezinkampani nanoma yimuphi omunye umthetho wezinkonzo zezezimali noma umthethonqubo inhloso yawo ukuvikela umphakathi ekulahlekelweni yizimali ekubeni ubambe njengomqondisi noma esikhundleni sokuphatha?	AKUSEBENZI	YEBO	CHA
3.11	Ingabe wake watholakala njengomuntu okhubazekile ngokomqondo?	AKUSEBENZI	YEBO	CHA
3.12	Uke waqondiswa izigwegwe yinhlangothi egeqeshiwe, yezohwebo noma elawulayo, noma waxoshwa noma wacelwa ukuba wesule kunoma yisiphi isikhundla noma ihhovisi ngenxa yobudedengu, ukuhluleka noma ukuphatha kabi?	AKUSEBENZI	YEBO	CHA
3.13	Uke waba ngaphansi kwanoma yisiphi isahlulelo esibi noma umklomelo, eNingizimu Afrika noma kwenye indawo osala ungakaqhamuki noma ongagculisekanga ngesikhathi esifanele?	AKUSEBENZI	YEBO	CHA
3.14	Ingabe uke wenza noma yiziphi izinhlelo noma ukwakheka nabakweletwayo, wafaka isicelo sokuthi uphelelwe imali, wagwetshwa njengongenamali, izimpahla zakho zathathwa, noma waba nengxenywe ezinqubweni eziphathelene nanoma yikuphi kwalokhu?	AKUSEBENZI	YEBO	CHA

3.15	Wake waba yisikhulu esiphezulu senkampani noma umnikazi wamasheya osesimweni sokuba nethonya elikhulu enkampanini:			
	(a) Eke yaba ngaphansi kwanoma yisiphi isahlulelo esibi noma umklomelo, eNingizimu Afrika noma kwenye indawo, osasele noma ongagculisekanga ngesikhathi esifanele?	AKUSEBENZI	YEBO	CHA
	(b) Ingabe, eNingizimu Afrika noma kwenye indawo, eke yenza noma yiziphi izinhlelo noma ukuhlenganiswa nabakweletwayo, abafaka isicelo sokuqolwa, bagwetshwa njengabangenamali, bathathelwa impahla, noma baba nesandla ezinqubweni eziphathelele nanoma yikuphi kwalokhu osekushiwo ngaphambili?	AKUSEBENZI	YEBO	CHA

ISIFUNGO:

MINA _____ ngiyaqinisekisa ukuthi yonke

imininingwane ehlinzekwe kuzo zonke izingxenye zaleli fomu lokuqoka ikhandidethi ilungile nokuthi ngizifakela isicelo mathupha sesikhundla esiboniswe eNgxenyeni 1.

Isiginesha

Usuku

FAKA USUKU

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ISITHASISELO 5: Ukuzihlola Kwelungu Lebhodi

Ithempulethi Yokuzihlola Yelungu Lebhodi

Thumela kuMqondisi-Jikelele minyaka yonke ekupheleni kukaNdasa wonyaka ngamunye

Ithayithili, amagama aphelele kanye nesibongo seLungu

Ithayithili: SOLWAZI DKT. MNU. NKK. NKZ.

Isibongo:

Noma yiziphi izibongo zangaphambilini:

Igama lokuqala eliphelele:

Khomba isikhundla esibanjwe:

1	Ingabe Ibhodi lizwakalisa izinselele nempumelelo yenhlangano kumalungu ayo nakubabambiqhaza?	YEBO	CHA	
2	Ingabe inhlangano inazo izinhlelo zamasu zesikhathi esifushane nezesikhathi eside (iminyaka emi-5)?	YEBO	CHA	
3	Ingabe ama-ajenda eBhodi ahlanganisa ukumelwa okwanele kwezinhlelo zamasu zenhlangotho nezinto ezibalulekile?	YEBO	CHA	
4	Ingabe Ibhodi liyabaqondisa abasebenzi ukuthi bangawasebenzisa kanjani amasu nezinjongo zeBhodi ngempumelelo ngokusekelwe	YEBO	CHA	
5	Ingabe Ibhodi liyayidala imibiko yezezimali yesabelomali Sebhodi, linikeze izinsiza, futhi libenzise izinsiza zabantu, futhi labelane ngazo	YEBO	CHA	
6	Ingabe Ibhodi licabangela ukuhlukahluka kweminyaka, ubulili, uhlanga, ubuzwe, imikhakha yobungcweti ?	YEBO	CHA	
7	Ungalinganisela kanjani izinga lokuqwashisa amalungu eBhodi ngamanye mayelana nalokho okulindelwe yiBhodi kuwo?	KUHLE	KUYAZAMA	KUBI
8	Waneliseke kangakanani ngokuhlwa kwe-ajenda yeBhodi yokubhekana nezinto ezijwayelekile nezinto zebhizinisi ezintsha?	LUTHO	KANCANE	KAKHULU
9	Waneliseke kangakanani ngezanga le-CEO lokulungela imihlangano yeBhodi?	LUTHO	KANCANE	KAKHULU
10	Ingabe amalungu eBhodi asebenza emakomidini?	YEBO	CHA	
11	Ingabe amalungu eBhodi ayayithola imibiko ebhaliwe ngaphambi kwemihlangano?	YEBO	CHA	
12	Ingabe wonke amalungu eBhodi abamba iqhaza ngokukhuthela ezingxoxweni ezibalulekile zeBhodi?	YEBO	CHA	
13	Ibhodi lisekela kangakanani ekutholeni imibono eyahlukene yamalungu eBhodi?	LUTHO	KANCANE	KAKHULU
14	Angakanani amathuba okuthi Ibhodi lisekele zonke izinqumo eziqoqwe?	LUTHO	KANCANE	KAKHULU
15	Ingabe Ibhodi liqasha amalungu amasha eBhodi ukuze akhe ipayipi lalabo abangase babe amalungu eBhodi?	YEBO	CHA	
16	Ingabe Ibhodi linenqubo emisiwe yokuqondisa amalungu eBhodi amasha?	YEBO	CHA	
17	Uvumelana kangakanani nalesi sitatimende esilandelayo: Ibhodi lidinga ukuhlola kabusha noma ukwenza ukuthuthukiswa kunqubo yokuma.	NGIYAVUMA	KANCANE	ANGIVUMI
18	Ingabe amalungu eBhodi ajabulela ubungane obukhethekile?	YEBO	CHA	
19	Ingabe uyavuma/awuvumi ukuthi iBhodi linomehluko ocacile phakathi kwendima yeBhodi kanye ne-CEO?	NGIYAVUMA	ANGIVUMI	
20	Ingabe uyavuma/awuvumi ukuthi Ibhodi linikeza futhi lithola impendulo evamile evela ku-CEO kanye nabasebenzi abaholayo?	NGIYAVUMA	ANGIVUMI	
21	Ingabe uyavuma/awuvumi ukuthi iBhodi kanye ne-CEO banobudlelwano obuthembekile nokwethembana?	NGIYAVUMA	ANGIVUMI	
22	Ingabe uyavuma/awuvumi ukuthi Ibhodi linikeza umhlalandlela kanye nokucaciseleka ku-CEO mayelana nezinqumbomgo ezintsha nezikhona?	NGIYAVUMA	ANGIVUMI	
23	Ingabe uyavuma/awuvumi ukuthi Ibhodi licacile mayelana nohlobo lolwazi nezanga lemininingwane eliyidingayo ku-CEO mayelana nokusebenza kwenhlangano?	NGIYAVUMA	ANGIVUMI	
24	Ingabe iBhodi linenqubo esemthethweni yokuhlola i-CEO?	YEBO	CHA	
25	Ingabe inqubo yokuhlola i-CEO idinga ukuthuthukiswa?	YEBO	CHA	
26	Ingabe uyavuma/awuvumi ukuthi Ibhodi liyawufeza umsebenzi walo wokuhlola i-CEO?	NGIYAVUMA	ANGIVUMI	
27	Ingabe uyavuma/awuvumi ukuthi Ibhodi lisekela ukusebenza kwe-CEO ngokuyinhloko ezinhlosweni zamasu zenhlangotho nezinto eziza kuqala?	NGIYAVUMA	ANGIVUMI	
28	Ingabe uyavuma/awuvumi ukuthi Ibhodi lisekela i-CEO futhi lizwakalise ngokukhululekile ukwazisa kwalo ngomsebenzi we-CEO njalo?	NGIYAVUMA	ANGIVUMI	
29	Ingabe uyavuma/awuvumi ukuthi iBhodi linikeza futhi likhuthaza i-CEO ukuthi libenzise amathuba okuthuthukisa umsebenzi?	NGIYAVUMA	ANGIVUMI	
30	Ungakukala kanjani ukuqaphela kwakho konke lokho Ibhodi elikulindlele kuwe endimeni yakho njengelungu Lebhodi? (1 = kancane ukuya ku-5 =			
31	Ingabe uya njalo emihlanganweni yeBhodi kanye neyekomiti?	YEBO	CHA	
32	Ingabe uchitha isikhathi esanele ekufundeni amaminithi eBhodi, imibiko, nezinye izinto ngaphambi kwemihlangano yeBhodi?	YEBO	CHA	
33	Ujwayelene kangakanani nemithethonqubo yenhlangano nezinqumbomgo eziphethe?	LUTHO	KANCANE	KAKHULU
34	Ingabe uyavuma/awuvumi ukuthi uvamise ukukhuthaza amanye amalungu eBhodi ukuthi aveze imibono yawo futhi akhe phezu kwemibono yamanye	NGIYAVUMA	ANGIVUMI	
35	Ingabe uyavuma/awuvumi ukuthi amanye amalungu eBhodi akukhuthaza ukuba uveze imibono nemibono yakho?	NGIYAVUMA	ANGIVUMI	
36	Linganisela izinga lakho lokulalela nokuzibandakanya phakathi nemihlangano yeBhodi. (1 = kancane ukuya ku-5 = kakhulu)			
37	Chaza ikhono lakho lokulandelela izibopho ozenzile phakathi nemihlangano yeBhodi.			
38	Hlola izinga lakho lobumfihlo njengoba lihlobene nezinqumo zeBhodi. (1 = kancane ukuya ku-5 = kakhulu)			
39	Uma ucabanga ngezanga lakho lokunethezeka, mangakanani amathuba okuthi unikeze umbono ohlukile kunamanye amalungu eBhodi?	LUTHO	KANCANE	KAKHULU
40	Angakanani amathuba okuthi usekele izinqumo zeBhodi elihlanganyelwe ovotele ukuziphikisa?	LUTHO	KANCANE	KAKHULU
41	Ingabe uyavuma/awuvumi ukuthi ukhuthaza umbono wenhlangano kanye nenhloso emphakathini wakho?	NGIYAVUMA	ANGIVUMI	
42	Ingabe uvamise ukwabelana ngolwazi mayelana nezindaba ezifanele nabanye amalungu eBhodi?	YEBO	CHA	

Sicela wengeze amadokhumenti nezincazelo ezisekelayo

ISIGINESHA

USUKU

ISITHASISELO 5.1

Ukuhlola Okugcwele Kwebhodi

1 Ithayithili, amagama aphelele kanye nesibongo seLungu

1.1 Ithayithili:

SOLWAZI	DKT.	MNU.	NKK.	NKZ.
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1.2 Isibongo:

1.3 Noma yiziphi izibongo zangaphambilini:

1.4 Igama lokuqala eliphelele:

Khomba isikhundla esibanjwe:

1.5

Amazinga asuka ku-1 = Phansi/Awuvumi aye ku-5 = Phezulu/Nqiyavuma

		Phansi					Phezulu				
		1	2	3	4	5	1	2	3	4	5
2	Umsebenzi Webhodi										
2.1	Ibhodi lisebenza ngaphansi kweqoqo lezinqubomgomo, izinqubo kanye neziqondiso wonke amalungu azijwayele.										
2.2	IKomidi eliPhezulu libika ebhodini ngazo zonke izinyathelo ezithathiwe.										
2.3	Kunamakomiti ahlezi ebhodi ahlalanga njalo abikele ibhodi.										
2.4	Imihlangano yebhodi ihanjelwa kahle, futhi kucishe kube khona abafikayo emhlanganweni ngamunye.										
2.5	Ilungu ngalinye lebhodi linomsebenzi omda wekomiti.										
2.6	Ukuqokwa nokuqokwa kwamalungu ebhodi kulandela izinqubo ezibekwe ngokucacile kusetshenziswa indlela eyaziwayo.										
2.7	Amalungu ebhodi asanda kukhethwa athola ukuqondiswa okwanele endimeni yawo kanye nalokho okulindeleke kuwo.										
2.8	Umhlangano webhodi ngamunye uhlalanga ihuba lokufunda ngemisebenzi yemihlangano.										
2.9	Ibhodi lilandela inqubomgomo yalo echaza imikhawulo yesikhathi yamalungu ebhodi.										
2.10	Ibhodi liqonda ngokugcwele futhi liyayeseke inqubo yokuhlela yamasu eSikhwama.										
2.11	Amalungu ebhodi athola ama-ajenda omhlangano nezinto ezisekelayo kusenesikhathi ukuze kubuyekizwe kusengaphambili.										
2.12	Ibhodi lithola ukubuyekizwa njalo kwezizimali futhi lithatha izinyathelo ezidingekayo ukuze liqinisekise ukuthi ukusebenza kwenhlangano kuhamba kahle.										
2.13	Ibhodi lihlala libuyekiza futhi lihlala ukusebenza kwe-CEO.										
2.14	Ibhodi lizibandakanya engxoxweni mayelana nezindaba ezibalulekile.										
2.15	Usihlalo webhodi uhlole ngendlela efanele nangendlela efanele imihlangano yebhodi kanye nomsebenzi wenqubomgomo kanye nokubusa webhodi.										

3	Injongo Nenhloso	1	2	3	4	5
3.1	Izitatimende zenhloso yemihlangano ziqondwa kahle futhi zisekelwa ibhodi.					
3.2	Izethulo zemihlangano yebhodi nezingxoxo zibhekisela ngokungaguquki isitatimende senhloso yemihlangano.					
3.3	Ibhodi lihlala ukusebenza kwenhlangano njalo ngokuqhathanisa umgomo oshiwo nezimpumelelo zangempela zokusebenza.					

4	Ukubusa/Ukuhambisana Nokubambisana	1	2	3	4	5
4.1	Ibhodi lenza indima yalo yokuphatha:					
4.2	Ukuqinisekisa ukuthi imihlangano iyasisekela futhi iyasigcina isitatimende senhloso, amanani asemqoka, isitatimende sombono, kanye nezinqubomgomo zobambiswano.					
4.3	Ibhodi libuyekiza ukusebenza kwalo futhi likala ukuphumelela kwalo emsebenzini wokubusa.					
4.4	Ibhodi lizibambeke mathupha ezinhlelweni zokuthuthukiswa kwebhodi.					

Amazinga asuka ku-1 = Phansi/Awuvumi aye ku-5 = Phezulu/Ngiyavuma

	Phansi				Phezulu
5 Ukuhleleka kweBhodi	1	2	3	4	5
5.1 Ulwazi oluhlizekwa ngabasebenzi lwanele ukuze kuqinisekise ukubusa okuphumelelayo kwebhodi kanye nokuthathwa kwezinqumo.					
5.2 Isakhiwo sekomidi sikhuluma ngokunengqondo izindawo zokusebenza zenhlango.					
5.3 Wonke amakomidi ane-ajenda namaminithi anele omhlangano ngamunye.					
5.4 Wonke amakomidi abhekana nezindaba ezibalulekile.					
6 Imihlangano Yebhodi	1	2	3	4	5
6.1 Imihlangano Yebhodi iba njalo ngokwanele ukuze kuqinisekise ukubusa okusebenzayo.					
6.2 Imihlangano Yebhodi yinde ngokwanele ukuze umsebenzi webhodi.					
6.3 Amalungu eBhodi abambe iqhaza ngokugcwele nangempumelelo ezingxoxweni.					
6 Ubulungu Bebhodi	1	2	3	4	5
7.1 Usayizi webhodi wanele ukuze ulawule inhlangano ngempumelelo.					
7.2 Ibhodi linoxhaxha lwamathalente, isipiliyoni, nolwazi lokufeza indima yalo.					
7.3 Ibhodi isebenzisa amathalente namakhono amalungu ayo ngempumelelo.					
7.4 Izimonyo zebhodi zihlukahlukene ngolwazi, amakhono, ubuzwe, ubulili, ihlelo, kanye neqembu lobudala.					
7.5 Amalungu ebhodi akanye nawo abuyekisa ukusebenza kwelungu ngalinye ekupheleni kwethemu yeminyaka emithathu.					
7.6 Ilungu ngalinye lebhodi labahlanganyeli ekusekeleni inhlangano ngokwezimali njalo ngonyaka.					
8 Ukuphatha kanye Nokwesekwa Kwabasebenzi	1	2	3	4	5
8.1 Uhlaka lwekomidi luhlizeka ngokuxhumana okwanele nabaphathi nabasebenzi.					
8.2 Ukuxhumana kuqinile futhi kucacile phakathi kwebhodi nabasebenzi.					
8.3 Ukwesekwa kwabasebenzi ngaphambi, phakathi, nangemuva kwemihlangano kuyaphumelela.					
9 Sicela wenze noma yimiphi eminye imibono mayelana nomsebenzi nokusebenza ngempumelelo kwebhodi lethu:	1	2	3	4	5

ISIGINESHA

USUKU