7. IZINHLOBO ZAMAREKHODI AZITHOLAKALELA NGOKWAWO

(Lezi yizinhlobo zamarekhodi njengoba zishicilelwe kwiGazethi yangomhla zingama-25 Februwari 2005, inombolo 27302, inombolo yesaziso yi-156. Lezi zinhlobo zamarekhodi zingabekwaendaweni yezinye yinoma yisiphi isaziso sesigaba se-15 sezinhlobo ezishicilelwe kwiGazethi emva kwalolu suku.)

UKUCHAZWA KWEZINHLOBO ZAMAREKHODI AZITHOLAKALELA NGOKWAWO NGOKWESIGABA SE-15 (1) SOMTHETHO WOKUTHUTHUKISWA KOKUTHOLAKALA KOLWAZI, WE- 2000	INDLELA YOKUTHOLA AMAREKHODI

7.1 UKUCHAZWA KWEZINHLOBO ZAMAREKHODI AZITHOLAKALELA NGOKWAWO UKUZE AHLOLWE NGOKWESIGABA SE-15 (1)(a)(i)	
ZONKE IZIGABA	
Imiyalelo kaZwelonke	Amarekhodi angahlolwa kulabo baphathi balezo zigatshana eziqondene ngokufakwa kwesicelo esibhaliwe kuKhomishana wesiGaba oqondene
UPHIKO LWEZEMISEBENZI YOKUXHUMANA NOKUXHUMANISA: IMISEBENZI YAMAGUGU ESIZWE	
(1) Yonke imibukiso yemiSebenzi yamaGugu esiZwe yoPhiko lweSAPS. (2) Amarekhodi agciniwe oPhikweni lwezemiSebenzi yamaGugu esiZwe loPhiko lweSAPS (awabalwa amarekhodi asemadokodweni kanye neminininingwane ngabantu noma imininingwane enganqatshwa ngenxa yokungavumi komThetho)	Amarekhodi angahlolwa ehhovisi lomphathi, uPhiko lwezemiSebenzi yamaGugu esizwe lwaseSAPS ngokuthi kubhalelwe uMphathi, PO Box 4866, PRETORIA, 0001

UPHIKO: UKUPHATHWA KWEMISEBENZI

UKULINGANA

Imibiko kaZwelonke neyamaDivishini yokuQasha ngokuLingana yeziNhlelo zeziGaba sama-20 nama-21.	Amarekhodi angahlolwa ehhovisi likaKhomishana wamaDivishini kanye nabaPhathi boPhiko lokuQasha ngokuLingana ngokufaka isicelo ngokuthi kubhalelwe uKhomishana wamaDivishini oqondene: ukuPhathwa kwemiSebenzi, Private Bag X 94, PRETORIA, 0001

UKUPHATHWA KOKWENZIWA KOMSEBENZI

Amarekhodi aphathelene — (1) Nezinhlelo zokukhuthaza nokuklomelisa (ngaphandle kwemininingwane ephathelene nabantu kanye nemininingwane yabantu engase inqatshwe ngokunqaba komThetho)	(1) Amarekhodi angahlolwa emahhovisi oyinhloko ophethe lolo phiko: lokuphathwa kokwenziwa komsebenzi, ngokufaka isicelo esibhaliwe, kuKhomishana wamaDivishini: ukuPhathwa kwemiSebenzi Private Bag X 94, PRETORIA, 0001
(2) Izinhlelo zokuPhathwa kokwenziwa komSebenzi oPhikweni lwezemiSebenzi yamaPhoyisa (ngaphandle kwemininingwane ephathelene nabantu kanye nemininingwane yabantu engase inqatshwe ngokunqaba komThetho): • Imisebenzi • Amagama emisebenzi • Izinhlelo Zemisebenzi • Uhlelo lwezimali zemisebenzi • Umbiko wesimo somsebenzi • Amabhuku ezindlela zokuhlela nokwenza umsebenzi	(2) Amarekhodi angahlolwa emahhovisi enhloko ephethe leyo ngxenye ethile: Izihlelo zokuPhatha ukwenziwa komSebenzi ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: ukuPhathwa kwemiSebenzi, Private Bag X 94, PRETORIA, 0001

• Imisebenzi yeBhodi lokuPhathwa kweziNhlelo zomsbenzi • Abasebenzisi bezinhlelo nabasebenzi ababhalisiwe • Imisebenzi nezinhlelo zemisebenzi • Inani lezindawo lapho kwenziwa imisebenzi ezibhalisiwe	
(3) Ukuhlaziywa kwemisebenzi (ngaphandle kweminininingwane ephathelene nabantu kanye nemininingwane yabantu engase inqatshwe ngokunqaba komThetho): • Uhla lwemibuzo yangaphambi kokuxoxisana ngomsebenzi • Imiphumelo yokuhlaziywa komsebenzi • Imiphumela yabantu abahola ukuxoxisana ngomsebenzi	(3) Amarekhodi angahlolwa emahhovisi alowo oyinhloko ophethe lolo phiko oluthile: lokuPhathwa kweziNxephezelo, ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: ukuPhathwa kwemiSebenzi, Private Bag X 94, PRETORIA, 0001

IDIVISHINI: UKUVINJELWA KOBULELESI

UBUPHOYISA OBUBONAKALAYO :
IREJISTA KAZWELONKE ELAWULA IZIBHAMU

(1) Inqubomgomo ebhekiwe yonyaka we-1994 (2) Imigomo emayelana nezibhamu	Amarekhodi angahlolwa ehhovisi loPhethe: iRejista kaZwelonke eLawula iziBhamu ngokwenza isicelo ngokubhalela oPhethe: iRejista kaZwelonke eLawula iziBhamu, Private Bag X 94, PRETORIA, 0001

UKUSEBENZA KWAMAPHOYISA OKUBONAKALAYO:
UKUSEBENZA NGOKUBAMBISANAUBUPHOYISA BASENDAWENI EKHETHEKILE

Amarekhodi aphathelene naloku — (1) Ukusebenza ngokubambisana namaphoyisa • Imisebenzi yamaphoyisa emiphakathini • Imigomo kanye nezindlela zokusebenzisana noma zokusebenza kwamaphoyisa emiphakathi (2) Ubuphoyisa endaweni ekhethekile • Imisebenzi esazanywa ukwenziwa	Amarekhodi angaphenywa ehhovisi lokuVimbela ubuLelesi ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: ukuVimba ubuLelesi, Private Bag X 241, PRETORIA, 0001

UKUSEBENZA KWAMAPHOYISA OKUBONAKALAYO:
UKUSEBENZA NGENYUFOMU

Amarekhodi aphathelene nokubhalelana okujwayelekile (ngaphandle kwaphathelene nolwazi oluphathelene nabantu kanye nolunye ulwazi olunganqatshwa ngezizathu zokunqaba ezibekwe emthethweni) aphathelene naloku: (1) uphiko lwezindiza noma abaqapha emigwaqeni emikhulu • izikhungo ze 10111 (2) Imisebenzi yemiphakathi (3) Ukunqandwa kwezingozi (4) iNyufomu yokusekela imisebenzi ethile • ukuxoxisana nabathumbi • abatshuzi • uphiko lwezamanzi • ukuphathwa kwezinhlekelele (5) ukugcinwa kokuthula (6) ukuGitshelwa kwamaHhashi (7) uPhiko lweziNja	Amarekhodi angahlolwa ehhovisi oPhiko lwezemiSebenzi yokuVimbela ubuLelesi nokuPhendula: isiGaba sokuBhalisa phakathi koku-07:30 nehora lesi-16:00, ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini:ukuVinjelwa kobuLelesi, Private Bag X 241, PRETORIA, 0001

IDIVISHINI: UPHIKO LWEZEMISEBENZI WEZIMALI NOKUPHATHA

IMISEBENZI YOKUPHATHA:
IZINDAWO ZOKULONDOLOZA UMLANDO WESIZWE KANYE NAMABHUKU

(1) Izindlela zokugcinwa kwamakhophi okuqala (2) Ibhuku lezinqubo zendawo yokugcina mabhuku (amarekhodi**)**	Amarekhodi angahlolwa ehhovisi aloyo ophethe lolu phiko: lwezindawo zokulonda imilando yezwe namabhuku ngokufaka isicelo esibhaliwe kophethe ezamarekhodi (ezemibiko): SAPS: izindawo zokulonda imilando yezwe namabhuku, Private Bag X 94, PRETORIA, 0001

UPHIKO LWEZEMISEBENZI YEZEZIIMALI: ISABELOZIMALI

Ukwenza isilinganiso semali esebenzile kuZwelonke – ukuPhepha nokuVikeleka	Amarekhodi angahlolwa ehhovisi lomphathi: isabelozimali ngokufaka isicelo ngokuthi kubhalelwe uPhiko lwezemiSebenzi yeziMali nezokuPhatha: umPhathi: isabelozimali, Private Bag X94, Pretoria, 0001.

IDIVISHINI: UPHIKO LWAMALOJISTIKI

Izimo ezijwayelekile kanye nezinqubo [ST.36]	Amarekhodi angaphenywa ehhovisi leLOJISTIKI, ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini : Lojistiki, Private Bag X 254, PRETORIA, 0001

IDIVISHINI: LWEZEMISEBENZI YABASEBENZI

UPHIKO LWEZEMISEBENZI YEZENGQONDO

Amarekhodi (ngaphandle kwemininingwane yabantu noma imininingwane enganqatshwa ngenxa yokunqaba okuhlinzekwe umThetho) aphathelene— (1) Ukugxambukela kwabezengqondo Zonke izinhlobo ezahlukene zokuqeqesha ezenziwa yilesi sigaba: uPhiko lwezemiSebenzi yezeNgqondo, isizathu nezindlela zalokho kuqeqesha nendawo lapho okwenziwa khona	Amarekhodi angahlolwa ehhovisi lalowo ophethe isiGatshana: Uphiko lwezemiSebenzi yezeNgqondo, ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: UPhiko lwezemiSebenzi yabaSebenzi, Private Bag X 94, PRETORIA, 0001

(2) Ukuxoxisana ngokwethuka (3) Inani labaqashwa abahlolwe izingqondo zabo behlolelwa ukusebenza ezimpikweni ezikhethekile (4) Inani labafake izicelo zomsebenzi ezingeni lokuqala: amakhonstabeli ahloliwe. (5) Imidlalo nokuzijabulisa okwehlukene okwenzekile kuye ngenani labaqashwa abangenelile kubandakanya nezemidlalo nokuzithokozisa kwaqashwa abakhubazekile. (6) Ezemidlalo zikazwelonke. Inani labasebenzi abangenelile kanye nemiphumela.	

IDIVISHINI: UPHIKO LWEZOKUQEQESHA

Amanye amarekhodi (ngaphandle kwaphathelene nolwazi oluphathelene nabantu kanye nolunye ulwazi olunganqatshwa ngezizathu zokunqaba ezibekwe emthethweni) aphathelene naloku— (1) Ukubuya ngekota (2) Izinga lokuphumelela noma lokufeyila (3) Inani labasebenzi abaqeqeshiwe (4) Izidingo zokuqeqeshwa (5) Izinhlobo zezitifiketi ezikhishiwe (6) Uhlaka lokuqeqesha (lukaZwelonke, lwesiFundazwe, njll.) (7) Iziqu zemfundo ezisemthethweni (8) Indlela yokwenziwa kwemisebenzi yezemfundo oPhikweni lwezemiSebenzi yamaPhoyisa (9) Izinhlelo zangaphakathi zokuqeqesha	Amarekhodi angaphenywa ehhovisi likaKhomishana wamaDivishini: EzoQeqesho ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: EzoQeqesho, Private Bag X 94, PRETORIA, 0001

7.2 UKUCHAZWA KWEZINHLOBO ZAMAREKHODI AZITHOLAKALELA NGOKWAWO *ADAYISAYO* NGOKWESIGABA 15(1)(a)(ii)

KUWO WONKE AMADIVISHINI

Imithetho (imithethosivivinyo, Imithetho ephasile, Izimemezelo, Ukwazisa eZazisweni zikaHulumeni)	Amakhophi ale miThetho angathengwa kubaShicileli bakaHulumeni ngentengo enqunywe abaShicileli bakaHulumeni

IDIVISHINI: AMALOJISTIKI

UKUPHATHWA KOKUTHOLAKALA KWEZINKONTILEKA KANYE NOKUNGENAYO

Amabhuku aphethe amaThenda kaHulumeni	Ashicilelwa njalo ngeviki IBhodi yamaThenda futhi angathengwa kwiBhodi yamaThenda kaHulumeni ngentengo enqunywe yiBhodi yamaThenda kaHulumeni

7.3 UKUCHAZWA KWEZINHLOBO ZAMAREKHODI AZITHOLAKALELA NGOKWAWO *AKOPISHWAYO* NGOKWESIGABA SE-15(1)(a)(ii)

(Ekukhokhweni kwezimali ezinqunywe eNgxenyeni yesi-II yesiThasiselo A semiThetho emayelana nokuKhushulwa kukuTholakala koLwazi, 15 Februwari 2002)

WONKE AMADIVISHINI

(1) Izincwadi zemigomo kanye nemiYalelo kaZwelonke	(1) Amarekhodi atholakala ngokufaka isicelo esibhaliwe esibhekiswe kulowo oyinhloko ophethe noma ukhomishana wamadivishini oqondene.
(2) Izivumelwano Eziqoqiwe	(2) Amarekhodi angatholakala ngokufaka isicelo esibhaliwe esibhekiswe eMnyangweni wezabaSebenzi, Private Bag X 94, PRETORIA, 0001.
(3) UMBIKO WEZINGOZI (EZINTSHA NOMA EZINDALA): IKHOPHI NOMA IFOTHOKHOPHI *Qaphela ukuthi—* ▸ *Igama elithi “ikhophi” lisho into eyenziwe ngezandla;* ▸ *Ikhophi noma ifothokhophi yombiko ophelele wengozi iyonikwa kuphela umuntu ogunyaziwe.*	(3) Amarekhodi angatholakala ngokuthi umuntu ogunyaziwe afake isicelo esibhaliwe esibhekiswe ehhovisini eliqondene loPhiko lwezemiSebenzi yamaPhoyisa. *Qaphela ukuthi—* *Laba bantu abalandelayo bangaba ngabantu abagunyaziwe:* • *uhlangothi olubandakanyekayo (isib. umshayeli, ogibele emotweni, ohamba ngezinyawo, ohamba ngebhayisikili, umnikazi wemoto, njll.) uma engakwazi ukuthi aveze ubufakazi bokuthi uyabandakanyeka; kanye* • *nomuntu ongabandakanyeki kuphela uma enemvume noma igunya elibhalwe yilowo obandakanyekayo.*

UPHIKO LWEZEMISEBENZI YOKUXHUMANA NOKUXHUMANISA: IMISEBENZI YEZAMAGUGU	
Amarekhodi agciniwe kanye nezithombe ezigcinwe oPhikweni lwe-SAPS (ngaphandle kwamarekhodi asemadokodweni kanye nemininingwane yabantu noma imininingwane enganqatshwa ngenxa yalokho kunqaba okuhlinzekwa umThetho)	Amarekhodi angatholakala ngokufaka isicelo esibhaliwe esibhekiswe kuMphathi: uPhiko lweSAPS lwezemiSebenzi yamaGugu esiZwe, PO Box 4866, PRETORIA, 0001 .
UKUPHATHA NGAMASU	
Nakuba la marekhodi alandelayo etholakala ngesihle kwiweb page yoPhiko lwezemiSebenzi yamaPhoyisa, amakhophi angenziwa uma uwacela: (1) Umbiko wonyaka wamaPhoyisa aseNingizimu Afrika (2) Uhlelo lwamasu loPhiko lwezemiSebenzi yamaPhoyisa aseNingizimu Afrika	Amarekhodi angatholakala ngokufaka isicelo esibhaliwe sibhekiswe kuMphathi: UkuPhatha ngamaSu, Private Bag X 94, PRETORIA, 0001
IDIVISHINI: UKUPHATHWA KWEMISEBENZI	
UKULINGANA	
Imibiko kaZwelonke neyamaDivishini yokuQasha ngokuLingana yeziNhlelo zeziGaba sama-20 nama-21.	Amarekhodi angatholaka ehhovisi likaKhomishana wamaDivishini ngokufaka isicelo ngokuthi kubhalelwe uKhomishana wamaDivishini oqondene: ukuPhathwa kwemiSebenzi, Private Bag X 94, PRETORIA, 0001
UKUHLELWA KOKUPHATHWA KWABASEBENZI	
Isikhungo sezemisebenzi yokuphathwa kwemisebenzi Imibiko yemisebenzi	Imisebenzi exhaswe nguhulumeni ingahlinzekwa emphakathini ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: UkuPhathwa kwemiSebenzi, Private Bag X 94, PRETORIA, 0001.

UKUPHATHWA KOKWENZIWA KOMSEBENZI	
Amanye amarekhodi (ngaphandle kweminininingwane ephathelene nabantu kanye neminininingwane yabantu engase inqatshwe ngokunqaba komThetho) amayelana — (1) Nezindlela zokwenziwa komsebenzi: • Imisebenzi • Amagama emisebenzi • Izinhlelo Zemisebenzi • Uhlelo lwezimali zemisebenzi • Umbiko wesimo somsebenzi • Amabhuku ezindlela zokuhlela nokwenza umsebenzi • Imisebenzi yeBhodi lokuPhathwa kweziNhlelo zomsbenzi • Abasebenzisi bezinhlelo nabasebenzi ababhalisiwe • Imisebenzi nezinhlelo zemisebenzi • Inani lezindawo lapho kwenziwa imisebenzi ezibhalisiwe (2) Izinhlelo zokukhuthaza nokuklomelisa abasebenzi	Amarekhodi angatholakala emahhovisi enhloko ephethe leyo ngxenye ethile: Izihlelo zokuPhatha ukwenziwa komSebenzi ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: ukuPhathwa kwemiSebenzi, Private Bag X 94, PRETORIA, 0001
(3) Ukuhlaziywa kwemisebenzi (ngaphandle kweminininingwane ephathelene nabantu kanye neminininingwane yabantu engase inqatshwe ngokunqaba komThetho): • Uhla lwemibuzo yangaphambi kokuxoxisana ngomsebenzi • Imiphumelo yokuhlaziywa komsebenzi • Imiphumela yabantu abahola ukuxoxisana ngomsebenzi	Amarekhodi angatholakala emahhovisi alowo oyinhloko ophethe lolo phiko oluthile: lokuPhathwa kweziNxephezelo, ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: ukuPhathwa kwemiSebenzi, Private Bag X 94, PRETORIA, 0001

IDIVISHINI: UKUVINJELWA KOBELELESI

UKUVINJELWA KOBELELESI BOMPHAKATHI

(1) Ibhukwana lokwenza iNingizimu Afrika iphephe (2) Ibhukwana lohlelo lwendawo (3) Izincwadi namaphepha okuxhumana okwenza iNingizimu Afrika iphephe kanye nebhukwana lohlelo lwendawo (4) Amaphepha akhuluma ngodlame lwasekhaya	La marekhodi angatholakala emahhovisi ezokuVinjwa kobuLelesi ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: UkuVinjwa kobuLelesi, Private Bag X 241, PRETORIA, 0001.
(5) Amaphepha akhuluma ngokusekelwa kwabahlukunyeziwe (6) Amaphepha akhuluma ngamacala okudlwengula nocansi	

UMSEBENZI WAMAPHOYISA ABONAKALAYO: UKUBAMBISANA NAMAPHOYISA UBUPHOYISA EZINDAWENI EZIKHETHEKILE

Amarekhodi aphathelene naloku — (1) Ukusebenza ngokubambisana namaphoyisa • Imisebenzi yamaphoyisa emiphakathini • Imigomo kanye nezindlela (2) Ubuphoyisa ezindaweni ezikhethekile • Imisebenzi esazanywa ukwenziwa	La marekhodi angatholakala emahhovisi ezokuVinjwa kobuLelesi ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: UkuVinjwa kobuLelesi, Private Bag X 241, PRETORIA, 0001.

UMSEBENZI WAMAPHOYISA ABONAKALAYO UKUGQOKWA KWENYUFOMU	
Amanye amarekhodi (ngaphandle kwaphathelene nolwazi oluphathelene nabantu kanye nolunye ulwazi olunganqatshwa ngezizathu zokunqaba ezibekwe emthethweni) aphathelene nokuxhumana okujwayelekile okumayelana naloku: (1) Imisebenzi ephuthumayo yamaphoyisa • uphiko lwezindiza noma abaqapha emigwaqeni emikhulu • izikhungo ze 10111 (2) Imisebenzi yemiphakathi (3) Ukunqandwa kwezingozi (4) Ukusekela okukhethekile kwabeNyufomu • ukuxoxisana nabathumbi • abatshuz • uphiko lwezamanzi • ukuphathwa kwezinhlekelele (5) Ukugcinwa kokuthula	Amarekhodi angatholakala ehhovisi loPhiko lwezemiSebenzi yokuVimbela ubuLelesi , ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini:ukuVinjelwa kobuLelesi, Private Bag X 241, PRETORIA, 0001

IDIVISHINI: UPHIKO LWEZEMISEBENZI YABASESHI

USIZO EKULAWULENI NASEKUPHATHENI	
Izithombe kanye nezithombe zabasolwa ezidwetshwa ngamaphoyisa zikhishwa wuPhiko lwezemiSebenzi yamaPhoyisa bese zishicilelwa ngabezindaba	La marekhodi angatholakala esiKhungweni esiGcina imiNiningwane yobuLelesi ngokufaka isicelo esibhaliwe esibhekiswe kuKhomishana wamaDivishini: UPhiko lwezemiSebenzi yabaSeshi, eHhovisi eliKhulu leSAPS, Private Bag X 94, PRETORIA, 0001

IDIVISHINI: UPHIKO LWEZEMISEBENZI YEZEZIMALI KANYE NEZOKUPHATHA

UPHIKO LWEZEMISEBENZI YOKUPHATHA: IZINDAWO ZOKULONDA UMLANDO WESIZWE KANYE NAMAFAYELA

(1) Izindlela zokugcinwa kwamakhophi okuqala (2) Ibhuku lezinqubo zendawo yokugcina amabhuku (amarekhodi**)**	La marekhodi angatholakala emahhovisi alowo ophethe uphiko: lwezindawo zokuLonda imiLando kanye namaFayela, ngokufaka isicelo esibhaliwe kuMphathi wamaRekhodi: Izindawo zeSAPS zokuLondwa komLando kanye namaFayela, Private Bag X 94, PRETORIA, 0001

UPHIKO LWEZEMISEBENZI YEZEZIMALI: ISABELOZIMALI

Ukwenza isilinganiso semali esebenzile kuZwelonke – ukuPhepha nokuVikeleka	Amarekhodi angatholakala ehhovisi loMphathi: iSabelozimali ngokufaka isicelo ngokuthi kubhalelwe uPhiko lwezemiSebenzi yeziMali nezokuPhatha: uMphathi: iSabelozimali, Private Bag X94, Pretoria, 0001.

IDIVISHINI: UPHIKO LWEZEMISEBENZI YEZOMTHETHO

UMSEBENZI WABAPHENYI

Ukwenziwa kweziVumelwano zokuSebenzisana namaPhoyisa	La marekhodi angatholakala ngokufaka isicelo esibhaliwe esibhekiswe kuKhomishana wamaDivishini: UPhiko lwezemiSebenzi yezomThetho: uPhiko lwezemiSebenzi yabaPhenyi, Private Bag X 94, PRETORIA, 0001

IDIVISHINI: AMA LOJISTIKI

Izimo ezijwayelekile kanye Nezinqubo [ST.36]	La marekhodi angatholakala emahhovisi aphathelene namaLojistiki ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: amaLojistiki, Private Bag X 254, PRETORIA, 0001

IDIVISHINI:UPHIKO LWEZEMISEBENZI YOKUPHENDULA

IKOMKHULU LOPHIKO LWEZOMOYA

Amanye amarekhodi aphathelene — (1) Nobungako bempumelelo ezuziwe ngenyanga (2) Inqubomgomo nezidingo ezifunekayo ukuze kuqashwe umshayeli webhanoyi noma abahambisana kanye naye (3) Amandla akhona kubasebenzi	La marekhodi angatholakala ngokufaka isicelo esibhaliwe kophethe umsebenzi: woPhiko lwezoMoya, P O Box 19063, PRETORIA-WEST, 0117.

ISIKHUNGO ESIXHASA EZOPHATHA

Amarekhodi (ngaphandle kwemininingwane yabantu noma imininingwane enganqatshwa ngenxa yokunqaba okuhlinzekwe umThetho) aphathelene nezingxenye ezithile zalokhu— (1) Inqubo: • YokuPhatha isiXuku • Uphiko lwezokuGxambukela AmaPhoyisa asemNgceleni • UPhiko lwezoMoya • Ukuqeqeshwa • UPhiko olusebenza ngezimo eziyingozi (2) Izehlakalo zokuPhathwa kwesiXuku (3) Impumelelo eku: • Phatheni isiXuku • OPhikweni lwezokuGxambukela AmaPhoyisa aseMngceleni • UPhiko lwezoMoya • UkuQeqeshwa • UPhiko olusebenza ngezimo eziyiNgozi (4) Amandla abanawo abasebenzi	La marekhodi angatholakala ngokufaka isicelo esibhaliwe esibhekiswe kophethe umsebenzi: iSekela eliyisiSebenzi esiSebenza ngoLwazi: ImiSebenzi yokuPhendula, Private Bag X 241, PRETORIA, 0001.

IDIVISHINI: UPHIKO LWEZEMISEBENZI YABASEBENZI

UKUQASHA

Amarekhodi (ngaphandle kwemininingwane yabantu noma imininingwane enganqatshwa ngenxa yokunqaba okuhlinzekwe umThetho) aphathelene nezidingo zokuqashwa kwabo bonke abaqashwayo kanye nezivumelwano	La marekhodi angatholakala ngokufaka isicelo esibhaliwe kulowo ophethe umnyango: wezokuQasha, ekhelini elithi, Private Bag X 94, PRETORIA,0001

UPHIKO LWEZEMISEBENZI YEZENGQONDO

Amarekhodi (ngaphandle kwemininingwane yabantu noma imininingwane enganqatshwa ngenxa yokunqaba okuhlinzekwe umThetho) aphathelene— (1) Ukugxambukela kwabezengqondo Zonke izinhlobo ezahlukene zokuqeqesha ezenziwa yilesi sigaba: uPhiko lwezemiSebenzi yezeNgqondo, isizathu nezindlela zalokho kuqeqesha nendawo lapho okwenziwa khona (2) Ukuxoxisana ngokwethuka (3) Inani labaqashwa abahlolwe izingqondo zabo behlolelwa ukusebenza ezimpikweni ezikhethekile (4) Inani labafake izicelo zomsebenzi ezingeni lokuqala: amakhonstabeli ahloliwe. (5) Imidlalo nokuzijabulisa okwehlukene okwenzekile kuye ngenani labaqashwa abangenelile kubandakanya nezemidlalo nokuzithokozisa kwaqashwa abakhubazekile. (6) Ezemidlalo zikazwelonke. Inani labasebenzi abangenelile kanye nemiphumela.	Amarekhodi angatholakala ehhovisi lalowo ophethe isiGatshana: Uphiko lwezemiSebenzi yezeNgqondo, ngokufaka isicelo esibhaliwe kuKhomishana wamaDivishini: UPhiko lwezemiSebenzi yabaSebenzi, Private Bag X 94, PRETORIA, 0001

UPHIKO: LWEZOKUQEQESHA	
Amarekhodi (ngaphandle kwamarekhodi aphathelene neminininingwane yabasebenzi eyimfihlo) ephathelene naloku — (1) Ukubuyiswa ngekota (2) Izinga lokuphumelela noma lokufeyila	La marekhodi angatholakala ngokufaka isicelo esibhaliwe esibhekiswe kuKhomishana wamaDivishini: ezokuQeqesha, Private Bag X 94, PRETORIA, 0001.
(3) Inani labasebenzi abaqeqeshiwe (4) Izidingo zokuqeqeshwaIzinhlobo zezitifiketi ezikhishiwe (5) Uhlelo lokuqeqeshwa (njengaku: Zwelonke, Isifundazwe njalo njalo) (7) Iziqu ezisemthethweni (8) Indlela okusetshenzwa ngayo kwezemfundo oPhikweni lwezemiSebenzi yamaPhoyisa	

7.4 UKUCHAZWA KWEZINHLOBO ZAMAREKHODI AZITHOLAKALELA NGOKWAWO NGESIHLE NGOKWESIGABA SE-15(1)(a)(iii)

WONKE AMADIVISHINI

(1) Ikhophi yesitatimende somsolwa esisedokodweni elivuliwe	(1) Ukucelwa kwaleyo khophi yesitatimende kufanele kwenziwe ngokuthi kubhalwe bese leso sicelo sithunyelwe kumphenyi wecala oqondene *Qaphela: leyo khophi iyozitholakalela ngokwayo kumsolwa oqondene noma labo abammele uma labo abamele umsolwa becela ukusithola leso sitatimende egameni lomsolwa, kumele afake iphepha elifakazela ukubanamandla kulolo daba.*
(2) Imininingwane emayelana nalezi zihloko ezilandelayo iyatholakala kwiwebpage loPhiko lwezemiSebenzi yamaPhoyisa (*ingashintsha noma nini:* ***Incazelo emfishane ngeSAPS:** Uhlaka lomsebenzi Incazelo emfishane kaZwelonke neyeziFundazwe Incazelo emfushane yamadivishini Imisebenzi esemqoka yezigaba Izimpiko kanye nezigaba (kungase kushintshe) Isilinganiso samaphoyisa kanye nokuqhathanisa nomhlaba wonke Imininingwane ngeziteshi zamaphoyisa kanye nezinombolo zokuxhumana Umlando weSAPS Ukuhlaziywa kweSAPS Indlela elungile yokuziphatha Indlela yokuziphatha	(2) Itholakala kwiWeb page yoPhiko lwezemiSebenzi yamaPhoyisa kuwww.saps.gov.za

Umbiko wonyaka Ivoti lesabelozimali Uhlu lwabahlonishwayo ***Inkomba yokuxhumana:** Ihhovisi elikhulu Amadivishini Iziteshi zamaphoyisa Izimpiko nezigaba Abasebenzi abasebenza ngokuTholakala koLwazi ***Izimemezelo:** Ziyokhishwa kwihomepage ***Ibalazwe elikwihomepage:** Izindaba ezimnandi Izindaba zaseziteshini zamaPhoyisa ***Amaphepha nezincwadi ezishicilelwe:** Imithetho Umthethosisekelo Imibiko Okushicilelwe Izincwajana zemininingwane Ijenali yeSAPS ***Izindaba:** Izindaba eziphumile Izinkulumo Ikhalenda lokwenzekayo Izindaba ezikhethiwe ***Imisebenzi:** Izikhala Izincazelo ngomsebenzi Lapho ungafaka khona isicelo	

***Imibuzo evame ukubuzwa** ***Ubuphoyisa bomphakathi:** Izinkundla zobuphoyisa bomphakathi Ubuphoyisa obunokubambisana Imisebenzi Ubuphoyisa endaweni ethile ekhethekile ***Ukuvinjelwa kobuLelesi:** Ukuvinjelwa kobulelesi emphakathini Amasu okuphepha nokuvikeleka Izidakamizwa Udlame lwasekhaya Ukuhlasela kwasemapulazini ***Ukuqedwa kobuLelesi:** Bika ngobulelesi ***Imisebenzi:** Ukuhambakuqapha kukaTeddy Bear Inyanga yabesifazane Izinsuku eziyi-16 zokulwisana nodlame Qeda ukuhlukunyezwa kwezingane ***Izingane ezilahlekile** ***Abantu abalahlekile** ***Abantu abafunwayo**	

***Ingosi yezingane:** Umlando Imininingwane ngezidakamizwa UMyuziyemu Ukuhlukunyezwa kwezingane Amasu okuphepha Izimpiko I-albhamu yezithombe ***Ingosi yentsha:** Imininingwane yabasha ngezidakamizwa Ubulelesi obuphathelene nemilingo Amasu abazali ***Amalinks:** Ezikhungo ezihlobene kanye neminyango kahulumeni ***Indlela yokusiza ekutholeni imininingwane** ***Iizindlela zokuphawula eSAPS nakwiWebsite**	

8. IMISEBENZI EBEKELWE IMIPHAKATHI

Ngokwe sigaba sama-205 somThethosisekelo waseNingizimu Afrika we-1996 (UmThetho we-108 we-1996), izinjongo zemisebenzi yamaphoyisa uku —

- vimbela, ukulwa kanye nokuphenya ubulelesi;
- gcina ukuthula emphakathini;
- vikela nokusebenzela bonke abahlali baseNingizimu Afrika kanye nempahla yabo; kanye noku
- qinisekisa ukugcinwa komthetho.

Ukuze kufezeke lezi njongo (zona ngokwazo ziyimisebenzi yomphakathi), uPhiko lwezemiSebenzi yamaPhoyisa lunezinhlelo zomsebenzi ozithulela umphakathi, kwezinye zawo kubalwa lezi ezilandelayo —

8.1 IMINIININGWANE YOKUXHUMANA EBALULEKILE

USIZO OLUTHOLAKALAYO	IMINININGWANE YOKUXHUMANA
Umnyango wabantu abalahlekile - Gauteng	PO Box 58452, Newville, 2114 Room 405, 4th Floor Sophiatown SAPS 186 Main Road Newlands, 2092 011 670 0706/0716/0718/6316 (T) 011 670 0707 (ifeksi)
Ukapteni wokuqedwa kobulelesi: ikheli le-imeyli	response@saps.org.za
Uphiko Lwezingane	0800 05 55 55
Izizinda zamaPhoyisa omPhakathi	Inombolo yocingo yesiteshi samaphoyisa aseduze nawe (bheka umqulu wezinombolo zocingo wangakini)
Izinkundla zamaPhoyisa omPhakathi	Inombolo yocingo yesiteshi samaphoyisa aseduze nawe (bheka umqulu wezinombolo zocingo wangakini)
Amaphoyisa omPhakathi: Ophethe: Ubudlelwano namaphoyisa	012 421 8318/9 012 421 8310 (ifeksi)
Ukuqedwa kobulelesi	08600 10111
Amaqembu okuvimba ubulelesi : ikheli lokuposa (okunguKaputeni weqembu lezingane lokuqedwa kobulelesi)	ICrime Stopper Club Private Bag X302 PRETORIA 0001
Inombolo ephuthumayo yamaphoyisa eSAPS	10111
IWebsite yeSAPS	www.saps.org.za
Uhlelo lokunqanda ukuhlukunyezwa kwabantu besifazane	0800 150 150

8.2 IZIGCAWU NAMABHODI AMAPHOYISA OMPHAKATHI

Ukuze uPhiko
lwezemiSebenzi yamaPhoyisa aseNingizimu Afrika lukwazi ukuqhubeka lufeze njongo zalo, lusebenzisana nomphakathi ngokusebenza nezigungu zomphakathi namabhodi ezigungu ezindawo, nezifundazwe ngombono woku—

- sungula nokugcina ubudlelwano phakathi komphakathi kanye noPhiko lwezemiSebenzi yamaPhoyisa
- khuthaza ukuxhumana phakathi koPhiko lwezemiSebenzi yamaPhoyisa nomphakathi
- khuthaza ukusebenzisana phakathi koPhiko lwezemiSebenzi yamaPhoyisa nomphakathi ukuze kufezeke izidingo zomphakathi eziqondene namaphoyisa noma nokuphepha;
- enza ngcono indlela umsebenzi wamaphoyisa othulwa ngayo emphakathini kuzwelonke, ezifundazweni, eziyingini kanye nasemazingeni asemakhaya;
- enza ngcono ukubonakala oPhikweni lwezemiSebenzi yamaphoyisa kanye nokuzibophezela kwalo emphakathini
- Nokukhuthaza ukubona izinkinga nokuzixazulula ngokuhlangana koPhiko lwezemiSebenzi yamaPhoyisa nomphakathi.

Noma yimuphi umuntu angajoyina isigungu samaphoyisa omphakathi esiteshini samaphoyisa esiseduze naye.

8.3 UPHIKO LWEZEMISEBENZI YAMAPHOYISA ANGAMARIZEVU ASENINGIZIMU AFRIKA

UmThetho wamaPhoyisa aseNingizimu Afrika we-1995 (umthetho wama-68 we-1995) unikeza uPhiko lwezemiSebenzi yamaPhoyisa igunya lokuqoka noma imuphi umhlali ohlala ngokuphelele eNingizimu Afrika lumenze ilunga lamaPhoyisa oPhiko lwamaPhoyisa angamaRizevu aseNingizimu Afrika (azobe esebizwa ngokuthi amarizevu, uma lowo muntu othile efeza izidingo ezinqunyiwe. Ukusebenza njengelunga eliyirizevu kuwumsebenzi wokuzinikela. Uma esesemsebenzini, ngaphandle kokuthi lelo lunga aliholelwa uPhiko lwezemiSebenzi yamaPhoyisa, kodwa kufuneka libe ngumuntu oqashiwe uPhiko lwezemiSebenzi yamaPhoyisa

8.4 IZITESHI ZAMAPHOYISA

(1) Ukwenza imisebenzi eyisisekelo njengokulalela izikhalo, ukuqapha, ukuphatha izitokisi zamaphoyisa, nokugcina izinto eziwubufakazi ziphephile;
(2) ukuphathwa kwemisebenzi yezicelo zezimvume zezibhamu (kuphela nje, ukuphathwa kokuqala- ukubhalisa nokukhishwa kwazo, khona kwenziwa Isizinda Sokubhalisa Izibhamu);
(3) ukuphathwa kwamasamanisi kanye nemibuzo evela kwezinye izimpiko noma izingxenye;
(4) ukuphathwa kwemibiko yezingozi;
(5) ukuphathwa kwayoyonke imisebenzi ephathelene nokusebenza ezizindeni zomphakathi (amacharge office);
(6) ukwenza imisebenzi yokuseka imisebenzi yasezinkantolo;
(7) ukugada izindawo lapho kwenzeke khona ubulelesi;
(8) ukuthulwa komsebenzi okuphathelene nemisebenzi ephathelene neminye iminyango engaphandle, lokhu kubala ukunikeza loku okulandelayo:

(a) amakhophi ezitatimende;
(b) izithombe eziphathelene nezindawo lapho kwenzeke khona izingozi
(c) imibiko yezingozi ama (OAR forms) kanye nezithombe ezidwetshiwe;
(d) imibuzo ngamarekhodi obulelesi; kanye
(e) namakhophi emibiko aphathelene nokuhlolwa komuntu oseshonile

8.5 AMAPHOYISA ASEMPHAKATHINI

Injongo enkulu yamaphoyisa omphakathi ukusungula ubudlelwano obusebenzayo phakathi koPhiko lwezemiSebenzi yamaPhoyisa aseNingizimu Afrika nomphakathi, lapho kuzokwazeka ukuthi izinkinga eziphathelene nobulelesi, ukuthulwa komsebenzi, ubudlelwano phakathi kwamaphoyisa nomphakathi bungacutshungulwa ngokuhlangene kanye nokuhlela nokwenza izisombululo ezifanele futhi ezisebenzayo. Loku kudinga ukuthi uPhiko lwezemiSebenzi yamPhoyisa luhlale luphokophelela ukwenza isimo lapho abantu bangase baphathisane nabo benezifiso futhi bekwazi ukubambisana noPhiko lwezemiSebenzi yamaPhoyisa.

Ungavakashela iWebsite yoPhiko lwezemiSebenzi yamaPhoyisa ku (www.saps.org.za) ukuze ukwazi ukuthola ulwazi mayelana nezinto kanye nemisebenzi eqondene nemisebenzi yamaphoyisa omphakathi (lokho okunguku: bambisana komphakathi namaphoyisa, Ukuphoyisa njengo “kwazisa” “ukwakha ukwethembana”, “ukubonakala” nokunika amandla lawo maqembu abuthakathaka”, Imisebenzi yabasha njll.)

8.6 UKAPTENI WOKUQEDWA KOBELELESI

Injongo yomkhankaso kaKapteni wokuQeda ubuLelesi ukufundisa izingane ngokuphepha, kubalwa nokuhlukunyezwa kwezingane. Lo mkhankaso ubheka kakhulu izinkulisa zabantwana abaneminyaka yobudala ephakathi kwemithathu kuya kweyisithupha, izingane zesikole emazingeni aphansi kusuka ebangeni lokuqala kuya kwelesikhombisa. Lo mkhankaso uxwayisa abantwana ngezinombolo zocingo ezingashaywa mahhala kanye nezinombolo eziphuthumayo zoPhiko lwezemiSebenzi yamaPhoyisa (10111).

8.7 IWEBSITE YOPHIKO LWEZEMISEBENZI YAMAPHOYISA

Wonke umuntu angangena kule website yoPhiko lwezemiSebenzi yamaPhoyisa kuleli kheli www.saps.org.za kanti lezizi hloko ezilandelayo lowo muntu angakwazi ukuzithola —

- Imibuzo okuvame ukuthi ibuzwe
- Izindaba ezikhishiwe nezinkulumo
- Izibhamu
- Ukuphepha kwasemakhaya/emaphandleni
- Iminininingwane ngenhlangano
- Udlame lwasemakhaya
- Inqubomgomo nezinqubo
- Ubuphoyisa bomphakathi
- Ukuvinjwa kobulelesi
- Ukuqedwa kobulelesi
- Izibalo zezehlakalo zobulelesi

- Ingosi yezingane
- Interpol Pretoria
- Ukuxhunyaniswa

8.8 UKUQEDWA KOBULELESI

UPhiko lwezemiSebenzi yamaPhoyisa, ngokusebenzisa uhlelo lokuQedwa kobuLelesi, lusebenzisana nomphakathi kakhulu ekulweni nobulelesi ngaphandle kokuwufaka engozini yokwenza ubophe zona lezo zilelesi noma abasolwa. Umphakathi umenywa ukuthi ubike noma iluphi ulwazi onalo ngezenzo zobulelesi futhi unelungelo lokungazazisi.

IHhovisi eliphathelene nabaNtu abaLahlekile likaZwelonke litholakala ophikweni lokuQedwa kobuLelesi. Leli hhovisi linika umsebenzi wokuxhasa kubasebenzi abenza uphenyo kanye nomphakathi kanti linohla nemininingwane yabantu abalahlekile, abatholakele, nemizimba engaziwa noma engakhonjiwe.

UPhiko lwezemiSebenzi yamaPhoyisa lukhokhela iSABC ukuveza izilelesi ezifunwayo kanye nabantu abalahlekile njalo nje. Izithombe kanye nokwenza imifanekiso yezinto ezenzekile umsebenzi wophiko lokuqedwa kobelelesi.

Izinombolo zophiko olubhekele udlame lwasemakhaya, ukuvikelwa kwezingane, amacala okudlwengula, ziyatholakala kwiwebsite yalo uPhiko lwezemiSebenzi yamaPhoyisa. Zonke-ke izinombolo zocingo nezefeksi zingashintshwa noma nini. Uma inombolo yocingo ungayitholi, uphiko lwezokuqedwa kobelelesi lungathinteka kule nombolo ethi 08600 10111 noma ku 10111

FCS	=	uDlame lwasemaKhaya, kanye nokuVikelwa kweziNgane
CPU	=	UPhiko lokuVikela iziNgane
Individual	=	Umuntu osebenza umsebenzi oyisipesheli (imisebenzi yabaseshi)

Nansi imininingwane lapho kutholakala khona usizo:

IDOLOBHA	**UPHIKO/ UMUNTU**	**INOMBOLO YOCINGO** (ngezikhathi zomsebenzi)	**INOMBOLO YOCINGO** (emva komsebenzi)	**INOMBOLO YEFEKSI**
Ihhovisi eliKhulu	Kuzwelonke	012 339 2363 012 339 2358/9	082 809 2112	012 328 3546
Isikhungo Sabaseshi		012 804 0824		012 804 0973
Kwa-Zulu Natal	Umxhumanisi Wesifundazwe	031 360 4981		031 332 7290
Northern Prov	Umxhumanisi Wesifundazwe	015 290 6373	082 451 7155	015 290 6981

IDOLOBHA	UPHIKO/ UMUNTU	INOMBOLO YOCINGO (ngezikhathi zomsebenzi)	INOMBOLO YOCINGO (emva komsebenzi)	INOMBOLO YEFEKSI
North West	Umxhumanisi Wesifundazwe	018 299 7159	082 809 1697	018 299 7823
Eastern Cape	Umxhumanisi Wesifundazwe	041 394 6593		041 394 6619
Western Cape	Umxhumanisi Wesifundazwe	021 918 3373		021 918 3326
Acornhoek	Umuntu	015 797 0159/7		015 797 0158
Addo	Umuntu	042 233 0062		042 233 2412
Alice	Umuntu	040 653 1252		040 653 1218
Aliwal-North	Umuntu	051 634 1790		051 634 2351
Alldays	Umuntu	015 575 1128/13		015 575 1204
Barkly-West	Umuntu	053 531 0625		053 531 0442
Beaufort-West	Umuntu	0201 5 1100		0201 3619
Bela-Bela (Warmbaths)	Individual	(014) 736-9700		(014) 736-9711
Benoni	FCS	011 747 0000	083 969 2369 083 251 6897	011 747 0104
Bloemfontein	FCS	051 507 6159/00/60	083 255 6536 083 808 7464	051 430 4077
Bloemhof	Umuntu	053 433 2055		53
Boituso	Umuntu	051 535 2400/1/2		051 535 1040
Bolobedu	Umuntu	015 328 3020		015 328 4060
Bosbokrand	Umuntu	013 799 0221		013 799 0112
Brits	Umuntu	012 252 3072		012 252 5502
Bronville	Umuntu	057 394 2582		057 394 2582
Calcutta	Umuntu	013 708 6045		013 708 6096
Calvinia	Umuntu	0273 41 1015		0273 41 2765
Cape Town	CPU	021 592 2601/3/5	083 308 6124	021 592 2649
Carletonville	FCS	018 788 4080/1/3	083 255 6535	018 786 3355
Colesberg	Umuntu	051 753 0588		051 7530555
Christiana	Umuntu	053 441 2798		053 441 2196
Conville	Umuntu	044 875 9768		044 875 8652
Cookhouse	Umuntu	042 247 1144		042 247 1313
Cradock	Umuntu	048 881 2512		048 881 2907
De Aar	FCS	053 631 0270	082 808 7481	053 631 4651
Delmas	Umuntu	013 665 2631		013 665 3782
Despatch (Uitenhage)	Umuntu	041 992 6111		041 992 4125
Douglas	Umuntu	053 298 1612		053 298 2796
Duiwelskloof	Umuntu	015 309 9555		015 309 9689
Durban-North	CPU	031 310 3101	083 255 6540 082 893 0963	031 307 7077

IDOLOBHA	UPHIKO/ UMUNTU	INOMBOLO YOCINGO (ngezikhathi zomsebenzi)	INOMBOLO YOCINGO (emva komsebenzi)	INOMBOLO YEFEKSI
Durban-South	CPU	031 325 5244/68		031 325 5257
East London	FCS	043 772 9718	083 255 6523	043 772 9846
Ermelo	Umuntu	017 819 2321/8		017 819 1659
Evander	Umuntu			
Ficksburg	Umuntu	05192 3703		05192 3740
Ganyesa	Umuntu	0140 331 329/30		0140 331 331
George	Umuntu	044 803 4520		044 803 4530
Germiston (East-Rand)	CPU	011 871 5460/70		011 871 5464
Gilead	Umuntu	015 505 0199		015 505 0199 cela inombolo yefeksi
Giyani	Umuntu	015 812 3205		015 812 3191
Goodwood (C)	CPU			************
Graaff-Reinet	Umuntu	0491 2 2283		0491 2 5719
Grahamstown	Umuntu	046 603 9111		046 603 9339
Gravelotte	Umuntu	015 318 4313		015 318 4262
Greytown	Umuntu	033 413 1202		033 417 1316
Groblershoop	Umuntu	054 833 0113		054 833 0145
Hankey	Umuntu	042 284 0222		042 284 0255
Humansdorp	Umuntu	042 291 0810		042 291 0554
Hartswater	Umuntu	053 474 0951		053 474 0665
Hlanganani	Umuntu	015 873 1529		015 873 2024
Hoedspruit	Umuntu	015 793 1390/1		015 793 1392
Hopetown	Umuntu	053 203 0504		053 203 0368
Jan Kempdorp	Umuntu	053 456 0057		053 456 1491
Jeffereysbaai	Umuntu	042 293 1061		042 293 1802
Johannesburg (Braamfontein)	FCS	082 850 7969		
Kakamas	Umuntu	054 431 0872		054 431 0799
Kathorus	CPU	011 617 3600	082 468 0567	011 860 1003
Keiskammahoe k	Umuntu	040 658 0205		040 658 0006
Kent-on-sea	Umuntu	046 648 2313		046 648 1921
Kimberley	CPU	053 38 5751/7	082 808 6695 082 808 7418	053 832 2744
Kirkwood	Umuntu	042 230 0330		042 230 1537
Klerksdorp	CPU	018 464 5111	083 255 6539	018 464 5393
Kokstad	Umuntu	039 797 1130		039 797 1160
Kabokweni	Umuntu	013 796 0542/17		013 796 1047
Kroonstad	Umuntu	056 215 1807		056 212 2611
Krugersdorp	FCS	(011) 951 1700/19		011 951 1723

IDOLOBHA	UPHIKO/ UMUNTU	INOMBOLO YOCINGO (ngezikhathi zomsebenzi)	INOMBOLO YOCINGO (emva komsebenzi)	INOMBOLO YEFEKSI
Kuruman	Umuntu	053 712 0051X216		053 712 1655
Kwa Nobuhle	Umuntu	041 977 5250		041 977 3787
Kwamhlanga	CPU	013 947 2868		013 947 2929
Ladysmith (C)	Umuntu	028 5511007		028 551 1696
Ladysmith (KZN)	CPU	036 638-3342	083 255 6522	036 638 3342
Lebowakgomo	FCS	(015) 633-1000		(015) 633-1296
Lephalale (Ellisras)	Individual	(014) 763-2148		(014) 763-4198
Letsitele	Umuntu	015 345 1220		015 345 1932
Lichtenburg	Umuntu	018 632 8036		018 632 8024
Lulekani	Umuntu	015 783 0175		015 783 0175
Lutzville	Umuntu	027 2171510		027 217 1384
Maake	Umuntu	015 355 3114		015 355 3114
Mabopane	CPU	012 701 2947	082 809 1797	012 701 2609
Mafikeng/ Mmabatho	CPU	018 397 0302/5	083 626 9139	018 384 5895
Makhado (Louis Trichardt)	CPU	(015) 519-4393	082 808 6586	(015) 519-4333
Makopanéé	Umuntu	015 483 0320		015 483 0321
Malamulele	Umuntu	015 851 0030		015 851 0158
Mankweng	Umuntu	015 267 0313		015 267 0797
Mara	Umuntu	015 593 0103		015 593 0188
Mphephu	Individual			(015) 966-4029
Musina (Messina)	Umuntu	015 534 2165		015 534 2177
Mhala	Umuntu	013 773 0871		013 773 0331
Middelburg (M)	CPU	013 243 4311		013 249 1697
Middelburg (C)	Umuntu	049 842 1050		049 842 1734
Mitchellsplain	CPU	021 376-3032/5/9	083 788 6887	021 376 3121
Moakeng	Umuntu	056 216 7200		056 214 2062
Modimolle (Nylstroom)		014 555 6115		014 555 5681
Mogwase	CPU	014 555 6115		014 555 5681
Mokopane (Potgietersrus)		015 491 2171		015 491 5715
Molteno	Umuntu	04572 266		04572 211
Mosselbay	FCS	(044) 693-0000		(044) 2866

IDOLOBHA	UPHIKO/ UMUNTU	INOMBOLO YOCINGO (ngezikhathi zomsebenzi)	INOMBOLO YOCINGO (emva komsebenzi)	INOMBOLO YEFEKSI
Mothibistad	CPU	053 773 1155 / 1811	082 800 6820	053 773 1156

IDOLOBHA	UPHIKO/ UMUNTU	INOMBOLO YOCINGO (ngezikhathi zomsebenzi)	INOMBOLO YOCINGO (emva komsebenzi)	INOMBOLO YEFEKSI
Naboomspruit	Umuntu	014 743 0411		014 743 1394
Namakgale	Umuntu	015 769 1530		015 769 1128
Nelspruit	CPU	013 759 1000/1230	082 878 5974	013 759 1227
Newcastle	Umuntu	03431 46269	083 255 6522	03431 46123
Northam	Umuntu	014 784 0113		014 784 0333
Odendaalsrus	Umuntu	057 398 1792		057 398 2099
Oudtshoorn	Umuntu	044 203 9084		044 203 9170
Paarl	Umuntu	021 807 4088		021 807 4088
Paarl-East	Umuntu	021 807 4000	083 764 6842	021 807 4088
Patensie	Umuntu	042 283 0859		042 283 0976
Paterson	Umuntu	042 851 1010		042 851 1035
Phalaborwa	Umuntu	015 781 2125/9		015 781 6394
Phuthaditjhaba	CPU	058 718 4201/02		058 718 4202
Pietermaritzburg	FCS	033 845 8627	083 255 6524	033 342 8227
Polokwane (Pietersburg)	CPU	015 290 6989/80	083 625 2487	015 290 6981
Port Alfred	Umuntu	046 624 1943		046 624 4219
Port Nolloth	Umuntu	027 851 8320		027 851 7113
Port Shepstone	CPU	039 688 1000	083 255 6537	039 688 1189
Port Elizabeth	CPU	041 401 3000	083 255 6541 082 808 7314	(041) 401 3030
Postmasburg	Umuntu	0591 3 0318		0591 76 1421
Potchefstroom	CPU	018 299 7315	083 255 6521	018 299 7316
Pretoria	FCS	012 334 3465/66	082 805 2369	012 325 5994
Pudimoe (Taung)	CPU	053 995 9171	083 742 6311	053 995 1339
Queenstown	FCS	045 838 1967	082 809 1669	045 839 1968
Richardsbay	CPU	035 901-2475	083 255 6324	035 901 5848
Ritavi	Umuntu	015 303 7805 / 1741		015 303 0272
Rustenburg	CPU	014 590 4162	083 626 9143	014 590 4314
Saselamani	Umuntu	015 853 0085		15
Sasolburg	Umuntu	016 976 1086/7		016 970 1052
Secunda	CPU	017 624 2000		017 624 2330
Sekgosese	Umuntu	015 253 4291		015 253 4291
Somerset-East	Umuntu	042 243 1100		042 243 1244
Soshanguve	Umuntu	012 799 8845		012 799 1388
Soweto	FCS	011 982 7774	083 251 6896	011 982 7775
Springbok	FCS	027 712 8101/2/3	082 808 6965	027 712 8117
Standerton	Umuntu	017 712 1236		017 712 4039

IDOLOBHA	UPHIKO/ UMUNTU	INOMBOLO YOCINGO (ngezikhathi zomsebenzi)	INOMBOLO YOCINGO (emva komsebenzi)	INOMBOLO YEFEKSI
Temba (Phokeng)	CPU	012 717 2321	082 809 1736	012 717 3027
Thabazimbi	Umuntu	014 777 1569/70		014 777 1729
Thabong	Umuntu	057 355 1206/7 X214		057 396 4841
Thohoyandou	CPU	015 963 8109/8207		015 963 8110
Thornhill	Umuntu	042 286 0745		042 286 0745 ucele inombolo yefeksi
Tzaneen	CPU	015 306 2000	083 742 9553	015 306 2080/78
Ulundi	Umuntu	035 87 0014/15		035 870 0117
Umtata	FCS	047 531 0039	082 809 1635	047 531 2825
Umzimkulu	Umuntu			
Upington	CPU	054 3373440/3423	082 808 5939	054 331 2059
Vaalwater	Umuntu	014 755 3885		014 755 3886
Vereeniging (VaalRand)	FCS	016 421 2225/6	083 251 6899	016 421 2238
Venterstad	Umuntu	051 654 0122		051 654 0091
Victoria-West	Umuntu	053 621 0017		053 621 0782
Vredendal	Umuntu	027 2013200		027 213 3127
Vryburg	CPU	053 928 4000	082 643 0712	053 928 4118
Vryheid	Umuntu	034 981 4715		034 981 4778
Warrenton	Umuntu	053 497 4151		053 497 4994
Waterpoort	Umuntu	015 575 1503		015 575 1110
Waterval Boven	Umuntu	013 257 0001		013 257 0672
Welkom	Umuntu	057 353 2730	082 467 6009	057 352 5510
Willowmore	Umuntu	044 923 1008		044 923 1008
Wittlesea	Umuntu	0408 2 2071		0408 2 2311
Wolwefontein	Umuntu	049 838 0087		049 838 0077
Worcester	Umuntu	023 342 2496		023 342 3445
Zebediela	Umuntu	015 642 3117		015 642 3147

9. UKUBAMBA IQHAZA NOMA UKUBANAMANDLA EKWAKHIWENI KWENQUBOMGOMO, UKUSEBENZISA AMANDLA NOMA UKWENZIWA KWEMISEBENZI

9.1 IPHALAMENDE

Iphalamende linegunya lokushaya umthetho waseNingizimu Afrika kanti futhi linamandla okwenza imithetho yesizwe ehambisana noMthethosisekelo. LinoMbuthano kaZwelonke kanye nomKhandlu kaZwelonke weziFundazwe. Ukuhlala kwePhalamende kuvulelekile emphakathini wonke jikelele.

Nansi imininingwane lapho uMbuthano kaZwelonke ungatholakala khona:
IWebsite: http://www.parliament.gov.za/na/index.asp

Ikheli Leposi: P O Box 15
CAPE TOWN
8000

Ikheli lomgwaqo: Parliament Building
Room E125 noma E135
Parliament Street
CAPE TOWN

Izinombolo Zocingo: (021) 403 2596/6 (uSomlomo)
(021) 403 2364/6 (iPhini likaSomlomo)
(021) 403 3873 (umsizi)

Izinombolo Zefeksi: (021) 461 9462 (uSomlomo)
(021) 403 2371 (iPhini likaSomlomo)

Nansi imininingwane lapho kutholakala khona umKhandlu kaZwelonke weziFundazwe:
IWebsite: http://www.parliament.gov.za/ncop

Ikheli Leposi: P O Box 15
CAPE TOWN
8000

Ikheli lomgwaqo: Parliament Building
Room S11
Parliament Street
CAPE TOWN

Izinombolo Zocingo:	(021) 403 2110-5/3221 (uSihlalo) (021) 403 3997/2130 (iPhini likaSihlalo elingaguquki) (021) 403 2997 (uMabhalane oMkhulu) (021) 403 2127 (uMabhalane)
Izinombolo zefeksi:	(021) 461 9460 (uSihlalo) (021) 403 7300 (iPhini likaSihlalo elingaguquki) (021) 403 2660 (uMabhalane)

9.2 IKOMIDI LIKAHULUMENI ELIBHEKE UKUPHEPHA NOKUVIKELEKA

Imithethosivivinyo emisha yoPhiko lwezemiSebenzi yamaPhoyisa ifakwa eKomidini likahulumeni elibhekele ukuPhepha kanye nokuVikeleka. Leli komidi libe selimimezela emaphephandabeni aqokiwe (njengeSunday Times njll), ukuthi noma imuphi umuntu angafaka isikhalo noma abeke umbono wakhe mayelana nalowo Mthethosivivinyo ngaphambi kosuku oluthile olubekiwe lokuvala. Leli komidi lithatha zonke izikhalo kanye nemibono eyenziwe lizibonelene kuthi uma sekukhishwa umsebenzi wokugcina ophelele lalowo Mthethosivivinyo, bese uNgqongqoshe wezokuPhepha nokuVikeleka efaka isicelo eMkhandlwini kaZwelonke.

Nansi imininingwano lapho kutholakala khona leli komidi lezokuPhepha nokuVikeleka noma lapho lingathintwa khona:

Ikheli Leposi:	P O Box 15 CAPE TOWN 8000
Ikheli lomgwaqo:	Parliament Towers 102-106 Plein Street CAPE TOWN
Inombolo Yocingo:	(021) 403 3717
Inombolo Yefeksi:	(021) 462 2142

9.3 UKUSHICILELWA KOPHIKO LWEZEMISEBENZI YAMAPHOYISA KWIGAZETHI KAHULUMENI

Uma uPhiko lwezemiSebenzi yamaPhoyisa lunesibopho sokuba lumemezele ngokusemthethweni uMthetho, Umthethosivivinyo (ongakapheli) liwushicilela kwiGazethi kahulumeni ukuze kutholakale imibono evela kunoma imuphi umuntu kanti leyo mibono ibe isibhekwa kabanzi. Le mithetho ibeka izibopho ezithile oPhikweni lwezemiSebenzi yamaPhoyisa mayelana nokusebenzisa amandla nokwenza kwawo umsebenzi kodwa abekiwe futhi achazwa ngokuphelele kwinqubomgomo.

Ngakho-ke umphakathi ungasho okuthile noma ubeke imibono engaba nomthelela ekusetshenzisweni kwamandla nokwenziwa kwemisebenzi uPhiko lwezemiSebenzi yamaPhoyisa.

Ukubhalwa kweMithethosivivinyo eyisiphakamiso kungumsebenzi kaKhomishana weDivishini: uPhiko lwezemisebenzi yezoMthetho, kanti imininingwane yokuxhumana imi kanje:

Ikheli Leposi:	Private Bag x 94 PRETORIA 0001
Ikheli lomgwaqo:	Ihhovisi eliKhulu 10th Floor 225 Pretorius Street PRETORIA
Inombolo Yocingo:	(012) 393 1595/63
Inombolo Yesifeksi:	(012) 393 2883

9.4 IZINKUNDLA ZAMAPHOYISA OMPHAKATHI

Ukuze uPhiko lwezemiSebenzi yamaPhoyisa lufeze izinjongo zawo, lusebenzisana nomphakathi ngokusebenzisa izinkundla zamaphoyisa omphakathi kanye namabhodi (amakomidi) amaphoyisa omphakathi weziyingi nowezifundazwe ngomqondo woku—

- sungula nokugcina ubudlelwano phakathi komphakathi kanye noPhiko lwezemiSebenzi yamaPhoyisa
- khuthaza ukuxhumana phakathi koPhiko lwezemiSebenzi yamaPhoyisa nomphakathi;
- khuthaza ukubambisana phakathi koPhiko lwezemiSebenzi yamaPhoyisa nomphakathi ukuze kufezeke izidingo zomphakathi mayelana nomsebenzi wobuphoyisa
- enza ngcono ukuthulwa komsebenzi wamaphoyisa emphakathini emazingeni kazwelonke, ezifundazwe, eziyingi kanye nasemazingeni asemakhaya;
- enza ngcono ukubonakala/ukuvuleleka oPhikweni lwezemiSebenzi yamaPhoyisa embuthweni nokuzibophezela kombutho emphakathini; kanye

Nokukhuthaza ukuthola izinkinga nokuzixazulula ngokubambisana noPhiko lwezemiSebenzi yamaPhoyisa kanye nomphakathi.

Noma yimuphi umuntu angajoyina inkundla yamaphoyisa omphakathi esiteshini samaphoyisa esiseduze naye.

9.5. AMAVOLONTIYA OPHIKO LWEZEMISEBENZI YAMAPHOYISA ASENINGIZIMU AFRIKA

UMthetho woPhiko lwezemiSebenzi yamaPhiyisa aseNingizimu Afrika we-1995 (uMthetho wama-68 we-1995) unikeza uPhiko lwezemiSebenzi yamaPhoyisa igunya lokuqoka noma yisiphi isakhamuzi esigcwele saseNingizimu Afrika ukuba sibe yilunga loPhiko lwezemiSebenzi yamaPhoyisa aseNingizimu Afrika (liyobizwa ngokuthi yirizevu) uma lowo muntu ehlangabezana nezidingo ezifunekayo. Ukusebenza njengelunga eliyirizevu kuwumsebenzi wokuzinikela. Uma esesemsebenzini, ngaphandle kokuthi lelo lunga aliholelwa uPhiko lwezemiSebenzi yamaPhoyisa, noma kufuneka liqashwe uPhiko lwezemiSebenzi yamaPhoyisa.

Yonke imiyalelo kazwelonke, imithetho kanye nenqubomgomo,eyenziwe uPhiko lwezemiSebenzi yamaPhoyisa, inikwa wonke amalungu (kubandakanya nerizevu elisemsebenzini) ukuze bafake imibono yabo bese leyo mibono iyabhekwa ngaphambi kokukhishwa komqulu wokugcina.

10. IZISOMBULULO EZIKHONA UMA UPHIKO LWEZEMISEBENZI YAMAPHOYISA LUHLULEKA UKUTHATHA IZINYATHELO

Uma kunesenzo noma ukuhluleka ukuthatha izinyathelo koPhiko lwezemiSebenzi yamaPhoyisa (noma umqashwa) okuphikisana nokuhlinzekwa kwa—

- noma imuphi umthetho;
- nqubomgomo yoPhiko lwezemiSebenzi yamaPhoyisa;
- Imiyalo yoPhiko lwezemiSebenzi yamaPhoyisa aseNingizimu Afrika; noma
- Imisebenzi kanye nezibopho zomqashwa,

Laba bantu abalandelayo, amadivishini noma izikhungo bangathintwa ukuze kutholakale izisombululo ezikhona:

10.1 UKHOMANDA WOMQASHWA

Uma umqashwa esolwa ukuthi wenze into yokungaziphathi kahle, lowo mqashwa kuzobhekanwa naye ngokulandela imiThetho, ye-2005 elawula ukuQondiswa kweziGwegwe ehlinzekwe uPhiko lwezemiSebenzi yamaPhoyisa aseNingizimu Afrika.

Ukuze kuthathwe izinyathelo zokuqondisa izigwegwe noma zokubhekana nomsebenzi ngokwemithetho noma ngokwezinqumo, isikhalo singafakwa ngqo kuKhomanda womqashwa ngaphandle uma lolo daba lungaphezu kwamangunya noma amandla akhe uKhomanda. (Izikhalo zingabuye zifakwe oPhikweni lukaZwelonke lokuhlaziya – bheka isigaba sesi-2)

10.2 UPHIKO LUKAZWELONKE LOKUHLAZIYA

Imisebenzi esemqoka yalolu phiko yilena:

- Ukuhlaziya umsebenzi owenziwe
- Ukuhlaziya umsebenzi wezinhlangano

- Ukubala kwangaphakathi
- Ukuphenywa kwezimangalo

Injongo yalolu phiko ukuqinisekisa ukuthi ukusetshenziswa kwezinhlelo zomsebenzi nezinhlangano ezenza umsebenzi wamaphoyisa, njengoba zibekiwe Ohlelweni Lwamasu oPhiko lwezemiSebenzi yamPhoyisa, zihlaziywa ngokwamazinga abekiwe ukuze kwaziswe uKhomishana kaZwelonke ngesimo sokwenziwa komsebenzi oPhikweni lwezemiSebenzi yamaPhoyisa.

Lolu phiko —

- lubuye lubhekane nokwenza ngcono imisebenzi ebalulekile yokuphenya ephathelene nobuqotho ekuphenyeni ngaphakathi koPhiko lwezemiSebenzi yamaPhoyisa
- luhlinzeka ngamandla ekwenzeni imisebenzi yokuphenya mayelana nezikhalo ezitholakele ezimayelana nokwenziwa kabi komsebenzi wenziwa uPhiko lwezemiSebenzi yamPhoyisa
- lunikeza ukuphatha okuzimele kwemisebenzi yokucwaninga kuwo wonke amazinga okuphatha ngokomThetho wokuPhathwa kweziMali zikahulumeni we-1999 (UmThetho woku-1 we-1999) kanye memithetho yomnyango wezomnotho kazwelonke; kanye noku
- phatha inqubomgomo kanye namazinga aphathelene nezempilo emsebenzini, kanye nokuphepha kanye futhi nokuphathwa kwemvelo kuzwelonke ngaphakathi oPhikweni lwezemiSebenzi yamaPhoyisa.

Lolu phiko lubheke amazinga kazwelonke kanye nemigomo ephathelene nokuhlaziya imisebenzi oPhikweni lwezemiSebenzi yamaPhoyisa. Noma-ke zikhona izingxenye zemisebenzi yokuhlaziya emazingeni eziyingi kanye nawezifundazwe ezibika kukhomishana wesiyingi kanye nokhomishana wesifundazwe kuphela, zonke lezi zingxenye zisebenza ngokwemigomo kazwelonke kanye neziqondiso ezikhishiwe yilolu phiko. Lolu phiko lunamandla kazwelonke okuhlaziya kanye nokungenelela ezingeni likazwelonke.

Izikhalo eziphathelene nemisebenzi ebalulekikе yalolu phiko zingenziwa kulolu phiko noma ezingxenyeni zeziyingi noma zezifundazwe zalo lolu phiko ukuze kwenziwe uphenyo, bese kwenziwa izincomo noma kuthathwe izinyathelo ezifanele.

Imininingwane lapho kungathintwa khona lolu Phiko lwezemiSebenzi kaZwelonke wokuHlaziya yilena:

Ikheli Leposi:	Private Bag x 94 PRETORIA 0001

Ikheli lomgwaqo: Opera Plaza Building
Pretorius Street
PRETORIA

Inombolo Yocingo: (012) 393 3227 (ngezikhathi zomsebenzi)

Inombolo Yefeksi: (012) 393 3062

10.3 ISIKHUNGO ESIZIMELE ESICWANINGA IZIKHALO ZOMPHAKATHI NGAMALUNGU E-SAPS (ICD)

Umsebenzi obaluleke kakhulu obhekene neICD ukuqinisekisa ukuthi amacala kanye nokungaziphathi kahle kwamalungu oPhiko lwezemiSebenzi yamaPhoyisa kuyaphenywa ngendlela enempumelelo. Sasungulwa ngokomThethosisekelo wesiKhashana waseNingizimu Afrika we-1993, (UmThetho wama-200 we-1993), kanti ulawulwa Isahluko se-10 somThetho obhekele uPhiko lwezemiSebenzi yamaPhoyisa aseNingizimu Afrika, we-1995 (UmThetho wama-68 we-1995).

I-ICD iyaphoqeleka ukuthi iphenye ngokufa kwabantu abasezandleni noma ababoshwe ngamaphoyisa noma ngenxa yezenzo zamaphoyisa. Uphenyo olwandulelayo lwenziwa cishe kuwo wonke amacala. Uma kutholakala ubufakazi obungephikiswe ukuthi amaphoyisa ayambandanyeka ezigamekweni zobulelesi, lolo daba luphenywa ngokushesha nangamandla amakhulu ukuze luphothulwe. Amacala angavezi ukusolakala kokungaziphathi kahle kwamaphoyisa adluliselwa emuva oPhikweni lwezemiSebenzi yamaPhoyisa ukuze luwaphothule. Ukuqhubeka kophenyo olunjalo kuqashwa ngeso lokhozi yiyo i-ICD.

Uma uphenyo seluqediwe, i-ICD ingenza izincomo izibhekise kuMqondisi kaZwelonke wezokuShushiswa koMphakathi mayela nokushushiswa kwelungu loPhiko lwezemiSebenzi yamaPhoyisa elithintekayo. Ingabuye yenze izincomo oPhikweni lwezemiSebenzi yamaPhoyisa mayelana nokuthathela ilungu izinyathelo zokuqondiswa kwezigwegwe.

I-ICD inelungelo lokunquma ukuthi iziphenye yini izikhalo ezilethwe kuyo noma izidlulisele oPhikweni lwezemiSebenzi yamaPhoyisa. Okungabalwa-ke, khona izikhalo noma imibiko ngokufa ezandleni zamaphoyisa noma ngezenzo zamaphoyisa, lokhu i-ICD iphoqelekile ngokomthetho ukuthi ikuphenye kabanzi.

I-ICD itholakala kule mininingwane elandelayo:

IWebsite: http://www.icd.gov.za

Ikheli leposi: Private Bag x 941
PRETORIA
0001

Ikheli Lomgwaqo:	ICD House 388 Andries Street PRETORIA
Inombolo Yocingo:	(012) 392 0400
Inombolo Yefeksi:	(012) 320 3116
I-Emeyli:	icdta@icd.pwv.gov.za

10.4 IZIKHUNGO ZIKAHULUMENI EZISEKELA UMTHETHO SISEKELO WENTANDO YENINGI

Ngokubekiwe esigabeni se-18 somThethosisekelo waseNingizimu Afrika, we-1996 (UmThetho we-108 we-1996), lezi zikhungo ezilandelayo, ezizimele zikahulumeni ziqinisa umthetho sisekelo wentando yeningi ezweni:

- UmVikeli womPhakathi;
- IKhomishana yamaLungelo esiNtu;
- IKhomishana yokuThuthukiswa nokuVikelwa kwamaLungelo amaSiko, iNkolo kanye neziLimi zemiPhakathi;
- IKhomishana yokuLingana ngokobuLili
- UmCwaningi maBhuku-Jikelele; kanye
- neKhomishana yezoKhetho

(1) UMVIKELI WOMPHAKATHI

UmVikeli womPhakathi utholwa yibo bonke abantu nemiphakathi eyahlukene. UmVikeli womPhakathi unamandla oku:

- Phenya noma yikuphi ukuziphatha noma ukusebenza kukahulumeni noma amahhovisi athile kahulumeni, okuthiwa noma okusolwa ukuthi awasebenzi kahle noma imisibenzi yabo iyabandlulula;
- Bika ngalokho kuziphatha, futhi
- Athathe izinyathelo ezifanele zokulungisa lokho

UmVikeli womPhakathi akakwazi ukuphenya izinqumo zenkantolo.

Imininingwane lapho kutholakala khona umVikeli womPhakathi yilena elandelayo:

iWeb site:	http://www.polity.org.za/govt/pubprot/index.html
Ikheli Leposi:	Private Bag X 677 PRETORIA 0001

Ikheli Lomgwaqo:	174 Lynwood Road Hillcrest Office Park BROOKLYN
Inombolo Yocingo:	(012) 366 7000
Inombolo yefeksi:	(012) 366 7109

(2) IKHOMISHANA YASENINGIZIMU AFRIKA YAMALUNGELO ESINTU

IKhomishana yamaLungelo esiNtu yaseNingizimu Afrika (ngaphezu kwamanye enawo) inamandla oku –

- phenya nokubika ngesimo samalungelo esintu kanye; noku
- thatha izinyathelo ezifanele zokugcina ukubuyiselwa kwamalungelo esintu uma ehlukunyeziwe.

IKhomishana yamaLungelo esiNtu yaseNingizimu Afrika itholakala kule mininigwane elandelayo:

iWeb site:	http://www.sahrc.org.za
Ikheli Leposi:	Private Bag X 2700 HOUGHTON 2041
Ikheli Lomgwaqo:	Entrace 1, Wilds View Ilse of Houghton Boundary Road Parktown JOHANNESBURG
Inombolo Yocingo:	(011) 484 8300
Inombolo yefeksi:	(011) 484 7147

(3) IKHOMISHANA YOKUTHUTHUKISWA NOKUVIKELWA KWAMALUNGELO AMASIKO, INKOLO KANYE NEZILIMI ZEMIPHAKATHI

IKhomishana inamandla (ngaphandle kwamanye enawo) okuqaphela, iphenye, icwaninge, ifundise, inxenxe, iluleke, ibuye ibike ngezindaba eziphathelene namalungelo amasiko, ezenkolo nezilimu zemiphakathi eyahlukene. IKhomishana ingabika noma yiluphi udaba olungena ngaphansi kwamandla nemisebenzi yayo kwiKhomishana yamaLungelo esiNtu yaseNingizimu Afrika ukuze luphenywe.

Imininingwane lapho kutholakala khona iKhomishana yokuThuthukiswa nokuVikelwa kwamaLungelo, amaSiko, Inkolo kanye neziLimi zemiphakathi yilena elandelayo:

Iwebsite: http://www.crlcommission.org.za

Ikheli leposi: Private Bag X 90 000
HOUGHTON
2041

Ikheli lomgwaqo: Constitution Hill
West Wing
Woman's Goal
1 Kotze Street
BRAAMFONTEIN

Inombolo Yocingo: (011) 339 1775

Inombolo Yefeksi: (011) 33 2234

i-Emeyli: info@crlcommission.org.za

(4) IKHOMISHANA YOKULINGANA NGOBULILI

IKhomishana yokuLingana ngobuLili inamandla (ngaphandle kwamanye enawo) okuqaphela, iphenye, icwaninge, ifundise, inxenxe, iluleke, ibuye ibike izindaba eziphathelene namalungelo okulingana ngobulili.

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- kwayoyonke iminyango kazwelonke neyezifundazwe nezokuphatha;
- kanye nabo bonke omasipala;
- kwanoma isiphi isikhungo noma isakhiwo esisebenza ukubhala amabhuku esidinga ukucwaningwa ngumCwaningi maBhuku-jikelele ngokomthetho kazwelonke noma wezifundazwe;
- kwanoma isiphi isikhungo esixhaswa ngezimali zesiKhwama seMali yeNtela kaZwelonke noma yeziFundazwe noma evela komasipala; noma
- kwanoma isiphi isikhungo esinegunya ngokwanoma yimuphi umthetho wokuthola izimali ukuze kufezeke izinjongo zomphakathi.

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