



Isalathiso: 20211011-6613
Inombolo yefayili: 3/3/1/1/3
Imibuzo: Call Centre

ISetyhula: 0064/2021

Umhla wokuphelelwa: 31 Matshi 2022

Iya: KumaSekela Balawuli Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNqununu

Isishwankathelo esifutshane: *Iprogram i-Presidential Employment Stimulus - BEEI*

ISihloko: Iphulo i-Basic Education Employment Initiative (BEEI): ISigaba II

- URhulumente waseNtshona Koloni uqaphele imisebenzi, ukhuseleko nempilo-qete njengeenjongo ezingundoqo zomgaqo-nkqubo wokubuyiselwa kwemeko esiqhelweni emva kwefuthe le-COVID-19. Le mixholo yomgaqo-nkqubo ingqinelaniswe ngokuthe ngqo neenjongo zephulo i-*Presidential Youth Employment Initiative* nengxowa-mali ebekelwe bucala nguNondyebo kaZwelonke (*National Treasury*) yokudala amathuba emisebenzi. Oku kuya kunceda kakhulu iNtshona Koloni ekomelezeni iiprogram zezengqesho zikarhulumente nokunika inkxaso yokwandisa izindululo ezithembekileyo nezisekelwe kubungqina ezingokudalwa kwamathuba ezengqesho kwiphondo ngokungaphezulu.
- Ukufakwa kwabancedisi ezikolweni kuya kubonelela ngezakhono eziyimfuneko kwizikolo zokulawula ifuthe le-COVID-19 ekuhanjweni kwesikolo, lo gama ikunika inkxaso icandelo lemfundo esisiseko elenza iinzame zokubuyisela imeko kweyesiqhelo ukulungiselela ingomso emva kobhubhane we-COVID-19.
- Amathuba engqesho nenkqubo emayilandelwe:**
 - Ingxowa-mali eyabelwe iSebe leMfundo leNtshona Koloni (ISebe iWCED) iya kusetyenziselwa ezi ndidi zilandelayo kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfundo ezizodwa ukudala amathuba omsebenzi ayi-27 144 olutsha (oluphakathi kweminyaka eyi-18 neyi-35) kwezi ndidi zilandelayo:
 - Abancedisi bezemfundo (Education assistants):** abaphakathi kweminyaka eyi-18 ukuya kweyi-35 (abangayi kuba neminyaka eyi-36 phambi kowe-01 Apreli 2022) abanamabanga emfundo e-NQF 4 (imatriki), nakuba kunjalo, abane-NQF 7 (isidanga) baya kuqwalaselwa kuqala yaye ngabayi-18 096 abaya kuqeshwa kolu

didi. (Abancedisi mababe ngabangekho kuqeqesho, abangaqeshwanga okanye abangafundiyo); yaye

- 3.1.2 **Abancedisi besikolo jikelele (General school assistants)** abaphakathi kweminyaka eyi-18 ukuya kweyi-35 (abangayi kuba neminyaka eyi-36 phambi kowe-01 Apreli 2022) benawo okanye bengenawo amabanga emfundo e-NQF (imatriki) okanye amabanga emfundo e-Year 4 Schools of Skills qualifications okanye amabanga emfundo aphezulu nabayi- 9 048 bebonke, abaya kuqeshwa. kolu didi. (Abancedisi mababe ngabangekho kuqeqesho, abangaqeshwanga okanye abangafundiyo).
 - 3.1.3 Ileta yenani elabelwe isikolo iya kukhutshelwa isikolo ngasinye nebonisa inani labancedisi bezemfundo nabancedisi besikolo jikelele isikolo esinelungelo lokubafumana. Ileta iya kufumaneka kwi-CEMIS phantsi ko-“Administration” kwi-BEEI Phase II folder ukususela ngoMvulo we-04 Oktobha 2021.
- 3.2 Abo baza kuqeshwa njengabancedisi bezemfundo nabancedisi besikolo jikelele bonokusetyenziswa kwezi ndidi zilandelayo:
 - 3.2.1 Abancedisi bezemfundo (*Education assistants*):
 - i. Inxaso kwikharithyulam;
 - ii. Ukufunda, kunye
 - iii. *ne-Information and Communication Technology (ICT)*.
 - 3.2.2 Abancedisi besikolo jikelele:
 - i. Ulondolozo lweziseko zophuhliso
 - ii. Abanonopheli babantwana nolutsha (*CYCW*) (inxaso ngokwasengqondweni nangokwentlalo) kunye
 - iii. Nabancedisi bokuphucula umgangatho wezemidlalo (imisebenzi yasemva kweyokufundisa, o.k.t ezemidlalo, ezobugcisa, kunye nezenkcubeko).
 - 3.3 Kucelwa niqaphele ukuba abancedisi abazii-*Child and Youth Care Workers* baqeshwa kwizikolo ezenza zonke iinkonzo zokufundisa yaye iCandelo leMfundo eneeMfundo eziZodwa neMfundo eBandakanya Bonke aBafundi liya kunika iingcebiso eziyimfuneko, inxaso noqeqesho lobungcali.
 - 3.4 Ukugaywa nokuqeshwa kwabancedisi bezemfundo nabancedisi besikolo jikelele kuya kudluliselwa kumagunya amabhunga olawulo lo gama ii-*School Management Teams (SMTs)* kufuneka zilawule iindidi ezahlukileyo zabancedisi. Izibhengezo zenziwa kwiziko lewebhu i-*SAYouth.Mobi site*, elingumboneleli-nkonzo elikhethiweyo elixhasa ukuqeshwa kolutsha elibambisene ne-Ofisi kaMongameli. Ezi zibhengezo zivalwa ngowe-10 Oktobha 2021 emva kokuba kumiselwe umqathango wezicelo ezizezinye. Izikolo mazingathathi izicelo ezifakwa ngesandla ngokuziswa ezikolweni okanye naziphi na izicelo ngaphandle kwezo zifakwa kwiziko i- *SAYouth.Mobi site*. Yile sistim kuphela egunyaziselwe ukusetyenziswa yaye iya kuhlolwa ngokunjalo.
 - 3.5 Izikolo zemfundo eneemfundo ezizodwa: kumiselwa omnye umqathango ukulungiselela izikolo zemfundo eneemfundo ezizodwa yaye iCandelo leMfundo eneeMfundo eziZodwa neMfundo eBandakanya Bonke aBafundi liya kunika

iingcebiso ezifanelekileyo. Oku kuya kuquka ukufunwa kwezicelo ezongezelelweyo nobhaliso kwiziko lewebhu i-SAYouth.Mobi site. Kuya kunikwa iingcebiso izikolo zemfundo eneemfuno ezizodwa, kodwa umhla wokuqeshwa uya kufana, oko kukuthi umhla we-01 Novemba 2021.

3.6 UkuGaywa nokuKhethwa kwaBancedisi: Amabhunga olawulo makamisele iikomiti zokhetho yaye izithili ziya kubonelela ngoluhlu lwabantu abenze izicelo kwizithuba ezikhoyo ukwenzela ukuba ibhunga lolawulo lenze uluhlu olufutshane kwezo zicelo. Kucelwa ufumane iimfuno ezimiselweyo zodidi ngalunye lwabancedisi oluza kusetyenziswa ngethuba lenkqubo yokwenziwa koluhlu olufutshane:

3.6.1 Abancedisi bezemfundo abaya kunika inkxaso ekufundiseni nasekufundeni eklasini: Umgqatswa umele ukuba uyipasile imatriki (NQF 4), ngo-40% ubuncinane kwisifundo aya kufakwa kuso.

3.6.2 Ii-Reading champions njengabancedisi bezemfundo: umgqatswa umele ukuba ulupasile ulwimi lwesiNgesi njengesifundo kwinqanaba lematriki yaye uyakuthanda ukufunda.

3.6.3 Abancedisi bezemfundo (*Education assistants*) be-ICT: Umgqatswa umele ukuba uyipasile i-Information Technology (IT) njengesifundo kwimatriki OKANYE unebanga lemfundo kwi-IT OKANYE ikhosi yesatifikethi kwi-IT. Umncedisi wezemfundo we-ICT uya kuchaza, alungise umonakalo kwi-hardware ne-software components ukuqinisekisa ukusebenza ngaphandle kwamagingxi-gingxi kweesistim zekhompuyutha. Umncedisi wezemfundo we-ICT uya kunika inkxaso kootitshala nakubafundi emva kwezifundo. Okokugqibela, bona baya kuba ngabona kuqhagamshelwana nabo ukufumana inkxaso kwi-IT ngaphakathi esikolweni.

3.6.4 Umsebenzi owenza imisebenzi yolondolozo (*handyman*) (ulondolozo lwezinto jikelele) ofakwa njengomncedisi wesikolo jikelele: Umgqatswa umele ukuchaza umdla wakhe kwimisebenzi emalunga neziseko zophuhliso.

3.6.5 Ulutsha olufakwe njebancedisi abangabanonopheli babantwana nolutsha (CYCW): umgqatswa umele ukuba uyipasile imatriki okanye abe nesatifikethi sika-Level 4 kwi-CYCW okanye nasiphi na isatifikethi somsebenzi woqeqesho kwezempilo. (oku makwenziwe kuphela kwizikolo ezenza zonke iinkonzo zokufundisa).

3.6.6 Abancedisi besikolo bokuphucula umgangatho wezemidlalo: umgqatswa kufuneka abenomdla wokusebenza nabafundi kwezemidlalo, kwezobugcisa nenkcubeko.

3.5 Uluhlu olufutshane lwabantu abatyunjiweyo olunikwe izikolo luya kuba selufakwe kwinkqubo yangaphambi kokuvavanywa ukunceda isikolo ekuqeshweni kwabagqatswa bendawo leyo. Iikhrayitheriya zokuhlolwa kwangaphambili zisekelwe kumhlathi 3.6.

3.6 Isishwankathelo seekhrayitheriya zokukhethwa kwabagqatswa:

3.6.1 Ukulandelwa mbo kweekhrayitheriya zeminyaka yobudala;

- 3.6.2 Ukulandelwa mbo kweekhrayitheriya zamabanga emfundo kudidi nakudidi olunganeno lomncedisi ngalunye;
- 3.6.3 Abenzi-zicelo mababe ngabangekho kuqeqesho, ngabangafundiyo okanye ngabaphangeliyo okanye ngabangafumani naluphi na uhlobo lomvuzo; yaye
- 3.6.4 Ukuba kufutshane nesikolo (malunga nomgama ongaphakathi kweekhilomitha ezintlanu).
- 3.7 **Amaxwebhu afunekayo** amakeze nomncedisi akuba emenyelwe udliwano-ndlebe:
- 3.7.1 Ikopi eqinisekisiweyo yekhadi le-ID/yeSazisi;
- 3.7.2 Isatifikethi sematriki (apho kufanelekileyo) okanye esinye se-NQF 4 okanye ubungqina bemfundo engaphezulu;
- 3.7.3 ISivi (*Curriculum Vitae (CV)*); kunye
- 3.7.4 Nencwadi engqina ngesimilo somgqatswa, ebhaliweyo, umzekelo, evela kwisikolo owayefunda kuso, inkokeli yecawa/yasekuhlaleni okanye umqeshi wangaphambili.
- 3.8 Kwakhona makuqatshelwe ukuba bonke abaqeshiweyo mabangqinisiswe oko kukuthi makutshekishwe ukuchaneka kweenkcukacha zabo ekuzezi: isatifikethi sokucoca konke solwaphulo-mthetho (*police clearance certificate*), nesinokufunyanwa emva kokuqaliswa komsebenzi, kodwa ubungqina mabungeniswe zingadlulanga iinyanga ezimbini zokuqaliswa komsebenzi.
- 3.9 Onke amaxwebhu makagcinwe ukwenzela iinjongo zophicotho-zincwadi yaye aya kuba yinxalenye yeefayili zemcimbi yezabasebenzi (*personnel files*) zabagqatswa abatyunjiweyo.
- 3.10 Ziyakhunjuzwa izikolo ukuba akuvumelekanga yaye akukho mthethweni ukuqesha amalungu osapho asondeleyo nokuba ngamalungu ebhunga lolawulo okanye abasebenzi besikolo kwezi zikhundla.
4. Imihla emiselweyo yokutyunjwa, ukuqeshwa, ukuqhelaniswa kunye nomhla wokuqala weprojekthi imi ngolu hlobo lulandelayo:

INTO EZA KWENZIWA	UMHLA WOKUQALWA KOKU	UMHLA WOKUGQITYWA KOKU
Ukulungiswa koluhlu lwamagama abatyunjiweyo (Umboneleli-nkonzo)	11 Oktobha 2021	15 Oktobha 2021
Izikolo zifumana uluhlu lwezicelo	16 Oktobha 2021	18 Oktobha 2021
Ukwenziwa koluhlu olufutshane – ibhunga lolawulo ne-SMT (izikolo)	19 Oktobha 2021	20 Oktobha 2021
Udliwano-ndlebe – ibhunga lolawulo ne-SMT (izikolo)	21 Oktobha 2021	22 Oktobha 2021
Abasebenzi bezolawulo ezikolweni bafaka abagqatswa/abancedisi	25 Oktobha 2021	29 Oktobha 2021

abavunyiweyo kwi-National Data Management System (NDMS) yaye iinqununu nosihlalo bamabhunga olawulo bavuma amagama abatyunjweyo kwi-NDMS.		
Ukuqala ezikolweni	01 Novemba 2021	31 Matshi 2022
Ukuqhelaniswa noqeqesho (Kukuquzelelwe liSebe iWCED)	01 Novemba 2021	04 Novemba 2021

5. Izikolo ziya kubanako ukungena kwi-BEEI Data Management System ukwenzela ukuba ziqwalasele izicelo yaye zityumbe abagqatswa abaphumeleleyo. Izithili ziya kuqinisekisa ukuchaneka nokubasemgangathweni kokutyunjwa kwamagama kwi-NDMS.
6. ISebe leMfundo esiSiseko lenze i-National Data Management System (NDMS) yabancedisi ngokusebenzisana ne-Bhelela Technologies. Le sistim ye-NDMS isekelwe kwi-cloud system (cloud based), yaye uqeqesho luya kubonelelwa kubo bonke abasebenzisi ngendlela yokuyisebenzisa le nkqubo. Isebe liqinisekile ukuba esi sisombululo siya kuwenza lula umthwalo wezolawulo size siziphucule kakhulu iindlela zonzibelelwano phakathi kwezikolo, izithili noNdlunkulu. Ingcaciso engaphezulu iya kuthunyelwa ezikolweni kungekudala.
7. Okuqhotyoshelwe kule setyhula kuya kuba kukunika iinkcazo zemisebenzi yabancedisi bezemfundo (IsiHlomelo F) nabancedisi bezikolo jikelele (IsiHlomelo B). Nje ukuba kugqitywe ukuqeshwa, kubalulekile ukuba isikolo sichaze okuqulethwe kwiinkcazo zomsebenzi kunye nabagqatswa abatyunjweyo. Umgqatswa ngamnye kufuneka asayine inkcazo yomsebenzi efanelekileyo.
8. Kucelwa niqaphele ukuba umncedisi ngamnye ophumeleleyo makeze nekopi yeenkcukacha zebhanki, nekufuneka zigcinwe zifayilishwe kwifayili yabasebenzi (makufundwe kumhlathi 1.6).
9. Isitayiphendi esiza kuhlawulwa kuzo zonke i-Education Assistants nee-School Assistants siya kuba yi-R3 817 (ehambelana nomyinge osisiseko womvuzo njengoko kumiselwe), ukuqala ngowe-01 Novemba 2021 yaye siphela ngowe-31 Matshi 2022. Ukongeza koku, iprojekthi iya kubonelela ngepesenti enye yentlawulo yomqeshi, eya kuba yinxalenye yentlawulo eya kuhlawulwa ngomatshini esikolweni sakho.
10. Izikolo kufuneka ngokomthetho ukuba zibhalise kwi-Unemployment Insurance Fund (UIF) yaye zenze iintlawulo kwingxowa-mali yabancedisi abaqeshwe sisikolo. Izikolo zingalandela le linki ilandelayo ukuba kufuneka uncedo malunga nendlela yokubhalisa kwi-UIF, ukuba azikhange zenze njalo: http://www.labour.gov.za/uif/how_toregister-with-the-uif.

11. Umthetho *i-Unemployment Insurance Act, 2001 (Act 63 of 2001)* kunye ne-*Unemployment Insurance Contributions Act, 2002 (Act 4 of 2002)* usebenza kuzo zonke izikolo (ngenjongo yale projekthi ithathwa njengomqeshi) kunye nabancedisi. Zonke izikolo KUFUNEKA zihlawule isixa sentlawulo se-*Unemployment Insurance* ye-2% yexabiso lentlawulo yomncedisi ngamnye ngenyanga. Isikolo kunye nomncedisi ngamnye banegalelo kwi-1%. Isikolo (njengomqeshi) sinoxanduva lokuhlawula i-1% abayitsalayo kubancedisi, kunye ne-1% ebonelelwe ngenkxaso-mali yeprojekthi yesahlulo somqeshi, kwi-UIF phambi komhla wesi-7 wenyanga nganye.
12. Apha ngezantsi kukho inkcazo yokwahlulwa kwemivuzo yabancedisi ukubonisa iimfuno ezimiselweyo ze-UIF. Umqeshwa ngamnye ke ngoko uya kufumana ingeniso ye-R3 778,83 eyenziwe koku kulandelayo:

Isitayiphendi esisiseko	R 3 817,00	
Intlawulo yomqeshwa kwi-UIF	<u>R 38,17</u>	(ibandakanyiwe kwintlawulo eyenziweyo kwisikolo sakho)
Isitayiphendi kungekatsalwa nto	R 3 855,17	
2% etsalelwa i-UIF	(R 76,34)	} Ibhatalwa kwi-UIF
1% intlawulo yomqeshi	(R38,17)	
1% intlawulo yomqeshwa	(R38,17)	
Isitayiphendi osifumanayo	<u>R 3 778,83</u>	

13. Imali ziya kuhlulwa qho ngenyanga kwizikolo kusetyenziswa iintlawulo zokuthumela imali ngomatshini yaye ziya kufumaneka kwii-akhawunti zebhanki zezikolo ngaphambi kosuku lokugqibela kwinyanga yekhalenda nganye. Okuqhutyoshelwe apha kule setyhula yi-*Payslip Template* enokusetyenziselwa le njongo.
14. Kuya kucelwa kwakhona ukuba abancedisi bemfundo kunye nabancedisi besikolo jikelele babe nako ukufumana amathuba oqeqesho emsebenzini. Kuya kunikwa esinye isikhokelo malunga noku.
15. Imbalelwano engaphezulu iya kuthunyelwa kuzo zonke izikolo ezibonelela ngolwazi olufanelekileyo kunye nesikhokelo ngalo lonke ixesha lokuqhutywa kweprojekthi.

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2021-10-13