ISIKHOKELO SEZIKHOKELO ZOMISELO LWEKOMITI YEZITENXO KWIIMVAVANYO EZIKOLWENI (ISAIC)

1. **Isikhokelo sezomthetho**

Isikhokelo sezomthetho kwezi Zikhokelo zoMiselo:

(a) NguMgaqosiseko weRiphabliki yoMzantsi Afrika, ka1996;
(b) UMthetho ongoKuqeshwa kwaBahlohli, ka1998 (uMthetho 76 ka1998);
(c) UMthethoongKuphakanyiswa koBulungisa bezingoLawulo, ka2000 (uMthetho 3 ka2000);
(d) *IMimiselo engoKuziphatha, ezingoLawulo kunye noLawulo lweeMvavanyo zeSatifikethi seMatriki*, eyapapashwa kwi*Gazethi kaRhulumente* enguNombolo 28156 yomhla wama21 kuOktobha ka2005;
(e) *IMimiselo ePhathelele ekuZiphatheni, kwezingoLawulo kunye noLawulo lweemviwo zeSatifikethi seMatriki sikaZwelonke*, eyapapashwa kwi*Gazethi kaRhulumente* enguNombolo 31337 yomhla wama29 kuAgasti ka2008, njengoko yahlonyelwa ngomhla wama30 kuApreli ka2019;
(f) UMthetho weZikolo zoMzantsi Afrika, ka1996 (uMthetho 84 ka1996);
(g) USetyhula 0012/2026 weSebe leMfundo leNtshona Koloni (iWCED), womhla 17 kuApreli ka2026.

2. **Injongo**

ISAIC kufuneka iqinisekise undiliseko lweeMvavanyo zaseSikolweni (iSBA), uMsebenzi weeMvavanyo zePrektikhali (iPAT) kunye neenkqubo zeeMvavanyo zeeNtetho zeeLwimi ndawonye neemviwo zangaphakahi. Ezi Zikhokelo zoMiselo zinika isikhokelo kwiSAIC ngokuthi ziqulunqe iinkqubo zokulawula izitenxo kwanokuphakamisa inkqubo ethungelanayo ekuqwalaselweni kwezitenxo kwinqanaba lesikolo.

3. **Ubungakanani**

3.1 ISAIC inawo amagunya kuzo naziphi na izityholo zotenxo kwiimvavanyo ezithi zivele esikolweni.

3.2 Ezo zitenxo zingaquka, kodwa zingaphelelikwezi zilandelayo:

(a) Izitenxo ezithi zivele ngethuba lamabakala ohlukeneyo eSBA, iPAT kunye/okanye neenkqubo zeeMvavanyo zeeNtetho zeeLwimi;
(b) Iimeko abazenza phantsi abahlohli iiSBA, iiPAT kunye/okanye neeMvavanyo zeeNtetho zeeLwimi;
(c) Iimeko zangaphakathi abavavanywa phantsi kwazo abafundi;
(d) Ukuthatyathwa nokusetyenziswa kweenkcukacha kwinkalo yeeSBA, iiPAT kunye/okanye iiMvavanyo zeeNtetho zeeLwimi;
(e) Naziphi na ezinye izitenxo eziphathelele kwiiSBA, iiPAT kunye/okanye neeMvavanyo zeeNtetho zeeLwimi; kwakunye
(f) Nokusetwa kwanokumodareyithwa kweSBA, iPAT kunye/okanye namaphepha emibuzo eeMvavanyo zeeNtetho zeeLwimi.

4. **Intshayelelo**

Ngokwemigaqo *yeMimiselo ePhathelele ekuZiphatheni, kwezingoLawulo noLawulo lweemviwo zeSatifikethi seMatriki sikaZwelonke*, eyapapashwa kwi*Gazethi kaRhulumente enguNombolo* 31337 yomhla wama29 kaAgasti ka2008, njengoko ihlonyelwe ngomhla wama30 kaApreli ka2019, isikolo ngasinye kufuneka simisele iSAIC.

5. **Ubulungu kwiSAIC**

5.1 **ISAIC kufuneka ibandakanyeoku kulandelayo:**

(a) usihlalo. Umphathi wesekethi okanye inqununu kufuneka isebenze njengosihlalo ngokuxhomekeke kwimeko yelo tyala (jonga kumhlathi 5.3).
(b) umntu omnye ophuma kwiQela loLawulo lweSikolo (iSMT)
(c) umhlohli omnye ongelolungu leSMT
(d) ilungu elinye lequmrhu lolawulo
(e) ilungu elingene ngenxa yesikhundla salo. Umlawuli wesithili kufuneka achonge igosa elinye lesithili eliya kuba lilungu elingena ngena yokuba sesithilini kwiSAIC.
(f) Ummeli omnye ophuma kwimanyano nganye enakanwayo yabahlohli (iSouth African Democratic Teachers Union, iNational Professional Teachers' Organisation of South Africa kunye neSuid-Afrikaanse Onderwysersunie) njengabakhimkhanya.

5.2 **Ukuqashwa kwamalungu eSAIC kunye nabakhimkhanya**

Onke amalungu kunye nabakhimkhanya beSAIC Kbaya kuqashwa ngumlawuli wesithili. Kwimeko apho kuvela isithuba sengqesho, isikhundla eso kufuneka sivingcwe ze siphunyezwe ngumlawuli wesithili okanye ngumthunywa wakhe.

5.3 **USihlalo**

(a) Inqununu kufuneka isebenze njengosihlalo weSAIC.
(b) Umphathi wesekethi angakhwetywa nanye njengosihlalo kwiimeko ezibandakanya abahlohli okanye abasebenzi bezenkxaso.
(c) Usihlalo kufuneka aqinisekise ukuba iajenda ivakalisa imiba yeengxoxo ndawonye nenani leemeko zezitenxo ezithe zaphandwa okanye kwanikezelwa ingxelo ngazo.

5.4 **ICandelo likaSosiba**

5.4.1 Indima yecandelo likasosiba iya kufezekiswa ngomnye wabasebenzi ochongwe yinqununu.

5.4.2 Imisebenzi yecandelo likasosiba ibandakanya oku kulandelayo:

(a) Ukugcinwa kwemizuzu yayo yonke imihlanganoa yeSAIC;
(b) Ukugcinwa kwamarekhodi achanekileyo okuzimasa, imizuzu, izindululo kunye nezigqibo;

(c) Ukunikezelwa kweajenda, imizuzu kunye namaxwebhu ahambanazo kumalungu, ngeimeiyli okanye ngokwamaqonga okwabelana ngeefayili, kwisithubs seentsuku ezisixhenxe ngaphambi komhlangano omiselweyo;
(d) Ukumiselwa kwemihla yemihlangano ngaphambi kokuphela kwexesha elisekhoyo leofisi kusenzelwa ixesha elilandelayo;
(e) Ukwabelana kwanokulandelela kwimba yeentskumo ze kunikezelwe ingxelo ngenkqubela kumhlangano olandelayo;
(f) Ukuqinisekisa ukuba onke amalungu azimasa umhlangano agcwalisa ifomu yobumfihlo;
(g) Ukuqinisekisa ukuthotyelwa kwemimiselo ngawo onke amalungu ndawonye nefomu edingekayo yobumfihlo; kwakunye
(h) Nokunikezelwa kwengxelo, ngembalelwano, kumphathi weseketh/kwinqununu ukuba kuthi kuqwalaseleke okanye kufumaniseke ukungathotyelwa kwemimiselo.

6. **Ixesha lokuba seofisini**

6.1 Ilungu leSAIC liqashelwa ixesha eliyiminyaka emithathu.

6.2 Ixesha elitsha lokuba seofisini eliyiminyaka emithathu liya kuqala ngkwesivumelwano nomlawuli wesithili ze, ukuba kuyakwazeka, ixesha elitsha kufuneka liqalise ngomhla wokuqala kuApreli wonyaka eliphela ngawo ixesha elitsha lokuba seofisini eliyiminyaka emithathu.

6.3 Umlawuli wesithili angathi afikelele kwisigqibo ngentsebenziswano noMlawuli oyiNtloko: kwiiMvavanyo neeMviwo ngenjongo yokurhoxisa imisebenzi yeSAIC ngenxa yokungathotyelwa kwezigunyaziso zemithetho okanye ngenxa yentsebenzo efe amanqe.

7. **Uqeqesho lwamalungu eSAIC**

Uqeqesho lwamalungu kunye nabakhimkhanya beSAIC luya kwenziwa ekuqaleni kwexesha elitsha lokuba seofisini okanye rhoqo xa kukwazeka okanye kudingeka. IKomiti yeSithili yeZitenxo kwiiMvavanyo (iDAIC) inoxanduva lokuqinisekisa ukuba amalungu eSAIC aziqeqeshelwe iindima noxanduva lwawo.

8. **Imisebenzi yeSAIC**

8.1 Nceda uye kumhlathi 1(4) *weSihlomelo M seMimiselo ePhathelele eKuziphatheni, kwezingoLawulo nakuLawulo* lweemviwo *zeSatifikethi seMatriki sikaZwelonke*, eyapapashwa kwi*Gazethi kaRhulumente* enguNombolo 31337 yomhla wama29 kuAgasti ka2008, njengoko yahlonyelwa ngomhla wama30 kuApreli ka2019.

8.2 ISAIC kufuneka:
(a) Iphande ze yenze nezindululo kwiDAIC malunga nentshukumo efanelekileyo emayithatyathwe kuwo onke amatyala kunye nezitenxo ekuthe kwanikezelwao ngazo;

(b) Isebenze ngokusondelelelana nomququzeleli weemvavanyo neemviwo kwiofisi yesithili kwinkalo yazo zonke izitenxo zeSBA, ezePAT kunye nezeeMvavanyo zeeNtetho zoLwimi;

(c) Iphande zonke izitenxo ezenziwe ngabahlohli ngethba leSBA, elePAT neenkqubo zeeMvavanyo zeeNtetho zeeLwimi;

(d) Iphande zonke izitenxo ezenziwe ngabafundi ngethuba leSBA, elePAT neleenkqubo zeeMvavanyo zeeNtetho zeeLwimi;

(e) Iphande zonke iizitenxo zeeSBA, ezePAT nezeeMvavanyo zeeNtetho zeeLwimi ezenziwe nguye namphi na umntu obandakanyekayo;

(f) Iphande naziphi na ezinye izitenxo zeeSBA, ezePAT nezeeMvavanyo zeeNtetho zeeLwimi njengoko naxa zicelwa ngumlawuli wesithili okanye lowo uchongwe nguye;

(g) Inike ingxelo ngazo zonke izitenxo zeeSBA, ezeePAT nezeeMvavanyo zeeNtetho zeeLwimi kwiDAIC;

(h) Ithabathe izigqibo ngezitenxo ezibandakanya abafundi abathi bale ukuthobela izidingo ezingundoqo kwinkalo yokuhlanganiswa kwamanqaku eemvavanyo zangapakathi okanye abathi banikezele imisebenzi engeyiyo eyenziwe ngbo ngokwemigaqo weSetyhula 0012/2026 yeWCED, yomhla 17 kuApreli ka2026; ze

(i) Ithabathe izigqibo ngezitenxo ezibandakanya abahlohli abathi:
   (i) Baphosise okanye banikezele amanqaku angaphakathi ngokobuqhophololo angenamithombo iyiyo endlela afumaneke ngayo loo manqaku;
   (ii) Ngokokwabo nangabom bakhuphele ngaphandle amanqaku ngokweNkqubo yeeMvavanyo;
   (iii) Batshintshe amanqaku abafundi; ze/okanye
   (iv) Banikezele uncedo kubafundi ngendlela engeyiyo. (kwiCandelo 17(1) loMthetho woKuqeshwa kwaBahlohli, ka1998 (uMhtetho 76 ka1998), umisela ngelithi ezo ziphoso kufuneka ilawulwe ngokwemigaqo elindelekileyo yobudlelwane babasebenzi kwakunye nezivumelwano zentsebenziswano.)

9. **Ulawulo lwemihlngano**

9.1 **Ukulandelelana kwemihlanganocy**

(a) Ikomiti yeSAIC kufuneka ihlangane rhoqo ngekota yesibini.

(b) Imihlangano yabuphuthuphuthu ingathi ibizwe xa kuthe kwavakaliswa oko ngusihlalo ngenjongo yokuqwalasela imiba engaqhelekanga, amatyala adinga ukudluliselwa ngentla okanye imiba edinga izigqibo ezingxamisekileyo.

9.2 Imizuzu yemihlangano kufuneka yamkelwe ngamalungu amabini eSAIC.

9.3 Ngamalungu eSAIC angathi avakalise okanye axhase isiphakamiso ngethuba lomhlangano.

9.4 Usihlalo okanye umthunywa wakhe uyalinkonya ilungelo lokuthabatha isigqibo ngemisebenzi yemihla ngemihla kwanaleyo ithi gqi-qhaphu ngenjongo yokuqinisekisa ukusebenza ngendlela kweSAIC.

9.5 **Ikhoram**

(a) Ubuncinci ngamashumi amahlanu ekhulwini ekufuneka azimase, kunye nelungu elinye (ngaphandle kukasihlalo, icandelo likasosiba kunye nabakhimkhanya) emhlanganweni abaya kuthi babe yikhoram.

(b) Usihlalo angathi awurhoxise umhlangano ukuba abo bazimasileyo banganeno komyinge wamashum iamahlanu ekhulwiini, ngaphandle kukasihlalo, icandelo likasosiba kunye nabakhimkhanya.

9.6 **Amalungelo okuvota**

Onke amalungu kunye nabakhimkhanya bangayithabatha inxaxheba emhlanganweni, kodwa ngamalungu eSAIC kuphela anelungelo lokuvota kwimiba. Noxa kunjalo ke, kufuneka kuphakanyiswe ukuthatyathwa kwezigqibo ngokuvumelana njengenkqubo engundoqo yokufikelela kwizigqibo.

9.7 **Ukuthatyathwa kwezigqibo**

(a) ISAIC kufuneka, ngokudlula kumphathi wesekethi, ise izindululo zayo kwiDAIC ukuze kwenziwe izilungiso ngoko nangoko njengoko izigqibo sele zenziwe ze zaqinisekiswa ngethuba lomhlangano opheleleyo weSAIC (ngaphambi kokuphela kwekota nganye).

(b) IKomiti yePhondo ejongene neZitenxo kwiiMviwo ihlala iliqumrhu lokugqibela kwizigqibo.

9.8 **Ukuhlawulwa kweendleko zeehambo kunye nezibonelelo zezidlo**

Amalungu eSAIC awabuyekezwa ngomsebenzi kwawo kwiSAIC. IWCED ayiyi kuhlawula okanye ibuyekeze naliphi na ilungu ngeendleko zohambo lokuzinyaswa kwemihlangano yeSAIC.

10. **Ubudlelwane beSAIC neDAIC**

10.1 ISAIC iya kubhalisa, iphande ze inikezele ingxelo ngamatyala kwiDAIC ngendlela enolwazi ngenjongo yokuvumela izilungiso kwiigqibo zayo.

10.2 IDAIC kufuneka ibeke iliso kuzo zonke iintshukumo eziphathelele kwizitenxo kwiimvavanyo zangaphakathi esikolweni.

10.3 IDAIC kufuneka iqinisekise iingxelo ezigqibeleleyo zeentshukumo zophando ezenziweyo ze nazo zonke izindululo ezicetyisiweyo zizathuzwe.

11. **Ubumfihlo**

Amalungu eSAIC kufuneka azithabathe njengeziyimfihlo zonke iinkcukacha zabantu kwakunye neenkcukacha eziphathelele kwizitenxo kwiimvavanyo/kwiimviwo abathi beve ngazokwihambo yokwenza imisebenzi yabo esesikweni. Esi sinyanzelo sisebenza ngexesha lokuba seofisini nasemva koko, ngaphandle kwaxa kudingeka ukudizwa ngkomthetho okanye kunyanzelekile ukuze babe nokwenza imisebenzi yabo.

12. **Uhlalutyo**

IZikhokelo zoMiselo kufuneka zihlalutywe ngaphambi kokuqala kwexesha elitsha lokuba seofisini kweSAIC eliyiminyaka emithathule okanye njengoko kumiselwe yiDAIC. Izihlomelo ezinduluuliweyo kufuneka zizathuzwe ngembalelwano ze kuxoxwe ngazo yiSAIC.

Indima	Igama nefani	Isignitsha	Umhla
INqununu			
UMphathi weSekethi			
UMlawuli weSithili			