ISANDULELA SOLUHLU LWEZITHUBA 2 LUKA2026

ISebe leMfundo leNtshona Koloni (i*WCED*) ngumqeshi olandela inkqubo enika amathuba engqesho alinganayo. Kuyinjongo yethu ukukhuthaza ukumelwa (ngokohlanga, isini nokukhubazeka) kuwo onke amanqanaba kwi*WCED*.

IMIYALELO

Olu xwebhu lunika ingcaciso lunemisebenzi eyahlukeneyo yaye lujoliswe kwabo baseza kuba ngabagqatswa, kwiinqununu, kumabhunga olawulo nakubasebenzi be*WCED* bebonke ababandakanyekayo kwinkqubo yokugaya nokukhetha abasebenzi nokuba badlala yiphi na indima okanye benza wuphi na umsebenzi. Onke amahlakani kunye nabafakizicelo bayacetyiswa ukuba balufunde lonke olu xwebhu.

1. INTSHAYELELO

1.1 ULuhlu lweZithuba 2 luka2026 lunezaziso ngesithuba senqununu, esesekela lenqununu, esentloko yesifundo kunye nezezikhundla zenqanaba 1.

1.2 Nceda ke uqonde ukuba njengokuba **zonke izithuba zengqesho ezibhengezwe kolu luhlu lwezithuba ZISAVULELEKILE nje,** kufuneka kuqondakale ukuba **kuya kuqala kuqwalaselwe abahlohli abamiselwe njengabongezeleleke kwabo sele bekho kakade kwanabafikayo** kwikhono lemfundo xa kuvingcwa izikhundla zenqanaba 1. Umntu omtsha uchazwa "njengomhlohli oqeqeshiweyo nofumene isidanga sakhe kwisithuba seminyaka emithathu edlulileyo nongazange axhamle kwithuba lokuba kwisikhundla sokufundisa eqeshwe ngumbuso isigxina".

1.3 **Nawuphi na umbuzo ngesithuba esipapashwe kolu luhlu lwezithuba mawubhekiswe kwisikolo esipapashe isithuba eso.**

1.4 **Inombolo yesibhengezo** sesithuba mayibhalwe kuyo yonke imbalelwano.

1.5 **Ukupapashwa kwesaziso sesithuba akuthethi kuthi ukuvingcwa kweso sithuba kuya kugunyaziswa yi*WCED*. Lilungelo le*WCED* ukuthabatha nasiphi na isithuba esingabanga nakuvingcwa njengesirhoxisiweyo.**

1.6 Umhla wokuqeshwa kwizithuba ezipapashwe kolu Luhlu lweZithuba uya kumiselwa yi*WCED*.

1.7 Amahlakani kufuneka aqonde ukuba umhla wokuba amaqumrhu olawulo/izikolo zingenise abatyunjwa kwi*WCED* ngowe**07 kuSeptemba ka2026.** Ukuba kuthi kungakwazeki ukungeniswa kwaba batyunjwa ngalo mhla, kufuneka kufakwe isicelo sokongezwa ngembalelwano ukuze siphunyezwe. Amahlakani aya kuthi anikwe de kube ngumhla wama**30 kaNovemba ka2026** (ongumhla wokuvalwa koluhlu lwezithuba – kubatyunjwa abebengekafakwa) ukuze kufakwe la maxwbhu okutyumba. Ukusilela ekwenzeni oku kuya kukhokelela ekubeni isikhundla eso siphinde sibhengezwe kuluhlu olulandelayo lwezithuba zengqesho.

2. **IZIBHENGEZO**

2.1 Izithuba ezibhengeziweyo zihlelwa ngokwezi ofisi zezithili zilandelayo:

yeSithili	UMlawuli weSithili	INombolo yoMnxeba
KwiMetro ekuMantla	NguW Horn	021 938 3000
KwiMetro ekuMbindi	NguB Robertson	021 514 6700
KwiMetro ekuMazantsi	NguC Meyer-Williams	021 370 2000
KwiMetro ekwiMpuma	NguL Diamond	021 900 7000
KuNxweme olukwiNtshona	NguA Truter	021 860 1200
KwiCape Winelands	NguN Petersen	023 348 4600
KwiOverberg	Ngu-I Senosi	028 214 7300
KwiEden neKaroo ekuMbindi	NguJ Jonkers	044 803 8300

2.2 Ezi khowudi zamanani zilandelayo zisetyenzisiwa kwizibhengezo:

1 Ulwimi lokufundisa – yiAfrikansi
2 Ulwimi lokufundisa – sisiNgesi
3 Ulwimi ekufundiswa ngalo – yiAfrikansi nesiNgesi
4 Ulwimi lokufundisa – sisiXhosa
5 Bhala ezinye izifundo ezifundiswayo
6 Bhala iintshukumo ezingezizo ezekharityhulam ezinikezelwayo

(Apho kungabonakali khowudi khona, isikolo esbandakanyekayo asibanga nankathalo yokuyifaka yaye imibuzo mayithunyelwe kwisikolo eso.)

3. **IZICELO**

3.1 Izicelo mazenziwe kusetyenziswa iNkqubo yezobuchwepheshe yokuGaywa kwaBahlohli. Inkqubo le ikwiwebhu yaye kungangenwa kuyo ngeintanethi apha: https://www.westerncape.gov.za/education (cofa kwi"*Vacancies*" kwikhasi lokuqala lewebhu ukuze ungene kule nkqubo).

3.2 Nceda uqonde ukuba inkxaso yobuxhakaxhaka bolwazi ifumaneka ukususela ngoMvulo ukuya kutsho ngoLwesihlanu phakathi kwe08:00 ne15:00 kuphela. Ukuba abagqatswa bathi

bajamelane neenzima kwizicelo zabo ezikwiqonga lezobuchwepheshe, bangaqhakamshelana nomnxeba woncedo apha 0861 819 919.

3.3 Abagqatswa kufuneka baqinisekise ukuba izicelo zabo bazifaka ngaphambi komhla wokuvala njengoko zingayi kwamkelwa izicelo ezifike emva kwexesha.

3.4 **Izicelo eziphathekayo kunye nezithunyelwe ngefeksi aziyi kufumana ngqwalasela.**

3.5 Okuqhotyoshelwe kwesi sandulela sisikhokelo senyathelo ngalinye lokungena kule nkqubo kwanokuyisebenzisa ngokulula.

3.6 Ngokusekelwe kwizimvo ezifumaneke kubasebenzisi, i*WCED* iqalisile ukuyiphucula inkqubo yezobuchwepheshe yokuGaywa kwaBahlohli, ngokukodwa kumacandelo eenkalo ze*Employment History* kunye ne-*Experience*. Abafakizicelo kufuneka baqiniseke ukuba bayasifunda isikhokelo esithi "*How to Apply*" esifumaneka kwikhasi lokuqala lokuGaya aBaHlohli kule nkalo, ngaphambi kokuba bafake izicelo zengqesho.

3.7 Abasebenzi abanenombolo ye*PERSAL* kufuneka baqinisekise ukuba bayifakile xa bebhalisa kule nkqubo. Le nkqubo iya kubanika nenombolo eyodwa yokuzazisa kwabafakizicelo abangenayo inombolo ye*PERSAL*.

3.8 Inkqubo le ixhomekeke ekubeni abafakizicelo baqinisekise ukuba bazifakile iinkcukacha ezizezabo kwiqonga lezobuchwepheshe ngaphambi kokuba bafake izicelo zengqesho ukuze inkqubo le ibe nakho ukuvelisa i*kharityhulam vitae* (i*CV*) yomfakisicelo.

3.9 Ii*CV* zigcinwa kwiqonga lezobuchwepheshe yaye zingahlelwa kwalapha kweli qonga.

3.10 Abafakizicelo kufuneka baqonde ukuba ii*CV* kunye namaxwebhu axhasa isicelo kufuneka angaxhonywa kule nkqubo. Inkqubo le iya kuzivelisela i*CV* ngokusekelwe kwiinkcukacha zomfakisicelo ezikwiprofayili ekweli qonga lezobuchwepheshe.

3.11 Abafakizicelo kufuneka baqiniseke ukuba bacofa **inombolo echanekileyo yesibhengezo** xa befaka isicelo sengqesho.

3.12 **IWCED ayilwamkeli uxanduva kwimeko apho abafakizicelo bafake izicelo kwizikhundla ezingachanekanga.**

3.13 Abafakizicelo kufuneka baqinisekise ukuba bafaka iinkcukacha zamangqina amathathu ubuncinci.

3.14 Kwisicelo ngasinye esifakiweyo, inkqubo le iya kuthi ngoko nangoko ikhuphe ileta (ngeimeyili) ingqina ukusifumana kwayo isicleo seso sikhundla.

3.15 Unxibelelwano luya kwenziwa nabafakizicelo abahluziweyo kuphela. Ukuba ke umfakisicelo ohluziweyo uthi abe nesidanga selinye ilizwe, kudingeka isatifikethi esibandakanyekayo esisuka kuKhala weZidanga woMzantsi Afrika.

3.16 Ixesha nomhla wokuvalwa kokufakwa kwezicelo **yi24:00 (ezinzulwini zobusuku)** ngomhla we**03 kuJulayi ka2026**. I*WCED* ayilwamkeli uxanduva ngezicelo ezingafakwanga kwangethuba yaye ayiyi kuzinika ngqwalasela izicelo ezifike emva kwethuba.

4. **IINDLIWANONDLEBE**

4.1 Ukuba abafakizicelo bathi babizelwe kudliwanondlebe, mabeze nala maxwebhu:

(a) Iikopi eziqinisekisiweyo **zamaxwebhu ezidanga**, kunye **nezatifikethi zediploma nezidanga** (amaxwebhu entsusa akasayi kubuyiswa).

(b) Iikopi eziqinisekisiweyo zesatifikethi sabo **seBhunga laBahlohli loMzantsi (kwi*SACE*)** ezibonisa ukuba umfakisicelo ubhalisiwe kwi*SACE*.

(c) Ikopi eqinisekisiweyo yokubhalisa **kwiNkonzo yeRhafu yoMzantsi Afrika (iSARS)** ukwenzela iinjongo zerhafu yengeniso (oku kusebenza kubahlohli batsha abafikayo).

(d) Abafakizicelo abangengabo abemi baseMzantsi Afrika mabaqhoboshele kwakhona amaxwebhu achazwe kumhlathi 5.1 ngezantsi apha.

4.2 Abahlohli abavela kumanye amaphondo, okanye ababeqeshwe kwelinye iphondo, bangacelwa kamva ukuba bangenise amarekhodi empangelo, iikopi eziqinisekisiweyo zezidanga zabo kwakunye neziqinisekiso zemivuzo yabo kwi*WCED* emva kwethuba.

5. **IZIDINGO ZENGQESHO**

5.1 **Ubumi**

Abemi abangengabo abaseMzantsi Afrika abeze kudliwanondlebe mabangenise kwiphaneli yodliwano-ndlebe amaxwebhu ayimfuneko amalunga nobumi babo, nakhutshwa liSebe leMicimbi yeKhaya .

5.2 **Izicelo ezisuka kubahlohli abamiselwe bucala ngenxa yezigulo**

Abafakizicelo abayekiswayo emsebenzini ngezizathu zobunkenenkene bempilo baya kuqwalaselelwa ukuqeshwa kuphela ukuba banemvume ebhaliwe phantsi evela kwi*WCED* yokuba kuphunyeziwe ukubuyiselwa kwabo kwakhona ngokusisigxina emsebenzini wobutitshala. Ukuba umfakisicelo onjalo ubiziwe ukuba eze kudliwanondlebe, makeze nekopi yeleta eqinisekisiweyo ephumeza ukubuyiselwa kwakhe kwakhona emsebenzini kwiphaneli yodliwanondlebe.

5.3 **Izicelo ezisuka kwabo ngomhlalaphantsi ngokwesinyanzelo**

Izicelo ezisuka kubahlohli abaphuma empangelweni kuba lifikile ixesha labo lomhlalaphantsi aziyi kunikwa ngqwalasela.

5.4 Amava

Amava angundoqo ukuze ube nokuqeshwa ngala alandelayo:

Isithuba	Ihlelo lesikolo	Amava adingekayo
Inqununu	P1–P5	Iminyaka esi7
Isekela lenqununu	Alikho	Iminyaka emi5
Intloko yesifundo	Alikho	Iminyaka emi3
Umhlohli	Alikho	Ayikho

<u>Nceda uqonde oku kulandelayo</u>:

- Amava okufundisa namanye amava afanelekileyo athathelwa ingqalelo eqeshweni.
- Ubuncinane mayibe yiminyaka emibini yethuba elimiselweyo lamava emayibe ichithwe ngaphakathi kwemida yoMzantsi Afrika okanye kwiziko lemfundo elaliphunyezwe lelinye lamasebe emfundo angaphambili.
- Amava njengentloko yesifundo, njengesekela lenqununu okanye njengenqununu ayamthethelela lowo unqwenela ukuqeshwa njengenqununu.
- Amava kwiTeknoloji yezoBuchwepheshe/yoLwazi noNxibelelwano, ingakumbi kwimeko yemfundo, ayathethelela.

5.5 Iimvavanyo zezakhono

- Isixhobo sovavanyo lwezakhono sasenzelwe ngokukodwa iinqununu, amasekela eenqununu kunye neentloko zezifundo.
- Esi sixhobo sifumaneka **<u>simahla</u>** ezikolweni/kumabhunga olawulo.
- Xa kugcwaliswa izithuba zeenqununu, ezamasekela eenqununu kunye nezeentloko zezifundo, **kundululwa ukuba ikomiti echongayo isebenzise esi sixhobo** njengenxalenye yezixhobo ezisetyenziswa kwinkqubo yokugaya nokukhetha abagqatswa.

5.6 Izidanga

5.6.1 Ukufaneleka komntu ukuba aqeshwe, bonke abafakizicelo ubuncinane mababe nezidanga ezivunyiweyo zeminyaka emithathu (eseXabiso leMfundo eThelekisekayo (*iREQV*) 13), ekufuneka ibandakanye uqeqesho olufanelekileyo lokuhlohla.

5.6.2 Ukuvavanywa kwezidanga zomhlohli ngenjongo yokuqinisekisa ukuba ingaba ufanelekile na okanye akafanelekanga ukuba aqeshwe kwisithuba somsebenzi nokuqinisekiswa ngexabiso elifanelekileyo leziqinisekiso zemfundo yakhe ye*REQV*, kuya kwenziwa ngokungqinelana nemimiselo ekuxwebhu olubizwa ngokuba *kuVavanyo lweZidanga ngenjongo yeNgqesho kwezeMfundo*.

5.6.3 **Nceda uqonde ukuba izidanga zamanye amazwe zimele ukuvavanywa liSebe leMfundo ePhakamileyo noQeqesho ePitoli.**

5.6.4 **Abagqatswa abangakufanelanga ukufundisa kwisigaba/kwinkalo yemfundo/kwisifundo esithile, njengoko kubhengeziwe kwisikhundla eso, abayi kuqashwa/kwenyuselelwa kwezo zikhundla.**

5.7 **Ubhaliso kwi*SACE***

5.7.1 **Lunyanzelekile ubhaliso kwi*SACE*.**

5.7.2 Ikopi eqinisekisiweyo **yesiqinisekiso sobhaliso** lomfakisicelo **kwi*SACE* mayingeniswe kwikomiti yodliwanondlebe ndawonye namanye amaxwebhu axhasayo**.

5.8 **Isakhono solwimi**

Isakhono solwimi somgqatswa kufuneka singqinwe liqumrhu elilawulayo kunye/okanye yikomiti yodliwanondlebe.

5.9 **Iimvavanyo zokulungela ukuqeshwa**

5.9.1 Abafakizicelo kufuneka baqonde ukuba kuya kuphindwa kwenziwe olunye uvavanyo lokulungela ukuqeshwa bakuba behluziwe kwaye ukuqeshwa kwabo kuxhomekeke kwiziphumo ezihle zolu hlolo ezithi, njengoko sinikezelwe isikhokelo liSebe leNkonzo noLawulo lwasebuRhulumenteni, zibandakanye ukuqinisekiswa kwezidanga, amarekhodi olwaphulomthetho kwakunye nokuqinisekiswa kobuzwe, ukuqinisekiswa kwamatyala eentengo ndawonye nokunxibelelana namangqina.

5.9.2 Ngapha koko, kufuneka kwazeke ukuba uMongameli woMzantsi Afrika wawuphumeza uMthethosihlomelo iCrimimal Law (Sexual Offences and Related Matters) (onguMthetho 13 ka2021) ngenjongo yokwenza luqilima umlo wobundlobongela obujoliswe kwisini, phakathi kwezinye, ngomhla wama28 kuJanuwari ka2022. Ngokusekelwe kwizihlomelo eziphunyeziweyo, i*WCED*, ngentsebenziswano neSebe loBulungisa noPhuhliso loMgaqosiseko ndawonye neSebe loPhuhliso loLuntu (i*DSD*), ingene kwinkqubo **yokuqinisekisa ukuba ONKE amagosa aya kuqeshwa ngokwenkqubo emiselweyo yogayo nokhetho, amagosa asele ephangela ndawonye naye namphi na umntu oza kusebenza nabantwana, bafumana ingqwalasela ngokuthelekiswa neRejista kaZwelonke yabaXhaphaza ngokweSondo ndawonye neRejista kaZwelonke yoKhuseleko lwaBantwana (i*NCPR*).**

5.9.3 Kule nkalo ingentla apha, **abagqatswa bayanyanzelwa** ukuba bagcwalise iFomu 8 (uJ739). Ifomu yentsusa (uJ739), ndawonye noSAPS 69i kunye nekopi eqinisekisiweyo yesazisi sakhe

kufuneka zingeniswe kwiNtloko yeSebe ngokuthi idluliswe kwiofisi yesithili ebandakanyekayo kusetyenziswa inkqubo emiselweyo.

5.9.4 Njengenxalenye yale nkqubo yokuqinisekisa ingentla, iCandelo loGayo noKhetho lwaBasebenzi nalo liyakwenza uhlolo olusisidingo sokuqinisekisa kwi*NCPR* ngokuthi lidlule kwi*DSD*. Ukufakwa kwesicelo sesithuba esibhengeziweyo kunika i*WCED* imvume yokwenza olu hlolo ngokusebenzis i*DSD*.

5.10 **Isakhono somsebenzi**

5.10.1 Ngethuba lenkqubo yokhetho (udliwanondlebe, intetho, ingxelo ebhaliweyo) kufuneka kubuzwe imibuzo ethile ngenjongo yokufumanisa ukuba umgqatswa lo uya kuba nakho na ukumelana nenkalo yemfundo, eyekhono, eyolawulo neyokuziphatha yesi sikhundla. Angakrwecwa umphathi wesekethe ukuze ancedise kule nkalo.

5.10.2 Inkqubo yokukhethwa kweenqununu namasekela eenqununu kufuneka ibandaanye oku kulandelayo:

(a) Ukuqwalaselwa kobungqina bempumelelo yomfakisicelo ekuphuculweni kwesikolo kweso sithuba akuso njengangoku okanye kwi(s)zikolo zakhe zangaphambili.
(b) Umsebenzi ongabonwanga obhalwa ngumgqatswa ngaphambi kodliwanondlebe.
(c) Udliwanondlebe, noxa luya kuba ngomnxeb nje, namangqina.
(d) Udliwanondlebe nabagqatswa abahluziweyo.
(e) Intetho eyenziwa ngumgqatswa ngamnye ngendlela aceba ukuziphucula ngayo iziphumo zemfundo kunye nendumasi yeso sikolo.

6. **UMVUZO**

Umvuzo womfakisicelo ophumeleleyo umiselwa ngokwemigaqo ekuxwebhu *laMalinge oLawulo lwezaBasebenzi*, olwapapashwa kwi*Gazethi kaRhulumente* enguNombolo 46879 yomhla we09 kuSeptemba ka2022, njengoko ihlonyelwe kwi*Gazethi kaRhulumente* enguNombolo 52227 yomhla we07 kuMatshi ka2025, imimiselo esasebenzayo ndawonye nezivumelwano ezibandakanyekayo zeBhunga leMiba yeNgqesho kwezeMfundo (i*ELRC*).

7. **NCEDA UQONDE**

Ukubhengezwa kwazo zonke izikhundla ezikolu luhlu lwezithuba zengqesho kwenziwa ngaphandle kokukhetha icala kwi*WCED* yaye kuseza kuphinda kufumane ingqwalasela eyenye kwiELRC.

8. **EZIPHANGALELEYO**

Amabhunga olawulo kufuneka ahlale egcine oku kulandelayo ezingqondweni:

8.1 **Iimanyano zabahlohli kufuneka zaziswe kwisithuba seentsuku ezintlanu zokusebenza ngaphambi koko** malunga nomhla, ixesha nendawo–

(a) yokuvulwa kwenkqubo yoGayo noKhetho lwaBahlohli ukuze kufikeleleke izicelo;

(b) yokuhluzwa kwabagqatswa; kunye

(c) nodliwanondlebe nabagqatswa.

8.2 Inkqubo yoGayo noKhetho lwaBahlohli inokuvulwa kuphela ngenjongo yokufikelela kwizicelo emva kokumiselwa/kokwamkelwa kwamakhabathiso okuqulunqwa koluhlu lwabahluziweyo.

8.3 Iinkcukacha zoqhakamshelwano zeemanyano zabahlohli zimi ngolu hlobo lulandelayo:

I*CTU-SADTU*:
Idilesi yePosi: PO Box 320, eParow, 7499
Idilesi yesitrato: 33 kwiSitalato iTallent, eParow, 7500
Umnxeba: 021 951 2107
Ifeksi: 086 402 9766/021 951 4672
I-imeyili: clouw@sadtu.org.za

I*CTU-ATU*:
Idilesi yeposi neyesitrato: eNAPTOSA House, 6 kuMgaqo iPark, eRondebosch, 7700
Umnxeba: 021 686 8521
Ifeksi: 021 689 2998
I-imeyili: infowc@naptosa.org.za

8.4 **La maxwebhu alandelayo okutyumba kufuneka atyikitywe ngusihlalo webhunga lolawulo:**

(a) **Imizuzu yokuhluza abagqatswa**

(b) **Imizuzu yodliwanondlebe**

(c) **Ukuqinisekiswa kweenkqubo zokuqeshwa kwabagqatswa abatyunjiweyo**.

8.5 Imizuzu yohluzo mayiqulathe izizathu ngomfakisicelo ngamnye zokuba kutheni na engahluzwanga yena. Makuqhotyoshelwe amaxwebhu aqulethe amanqaku.

8.6 Imizuzu yodliwanondlebe mayiqulathe izizathu zomfakisicelo ngamnye malunga nokuba kutheni na umfakisicelo owayenziswe udliwanondlebe engazange asityunjelwe eso sithuba. Makuqhotyoshelwe amaxwebhu aqulethe manqaku.

8.7 Lo gama imigqaliselo igunyazisa ukuba makutyunjwe amagama amathathu kwisithuba, i*WCED* iyakuqonda ukuba ukuthotyelwa kwalo mgaqo akusayi kusoloko kusenzeka ngamaxesha onke. Apho kukho igama elinye okanye amabini kuphela atyunjiweyo, ibhunga lolawulo malinike izizathu ezivokothekileyo kwingxelo eyahlukileyo, nekufuneka ityikitywe ngusihlalo webhunga lolawulo, malunga nokungatyunjwa kwamagama abathathu.

8.8 Amabhunga olawulo kufuneka aqinisekise ukuba inkqubo yokhetho ifumana isikhokelo kwiithagethi zikaMakulinganwe kwiNgqesho (i*EE*) ngenjongo yokuvuselela ukumelwa kwamaqela ekujoliswe kuwo.

8.9 **Ukuba utyumbo alungqamelani neethagethi ze*EE* ze*WCED*, kufuneka kunikezelwe isizathu sokufakwa komgqatswa ekuza kuthi ukuqeshwa kwakhe kungavuseleli kumeleka.**