

ISANDULELA SOLUHLU LWEZITHUBA 3 LUKA2026

ISebe leMfundo leNtshona Koloni (iSebe iWCED) ngumqeshi olandela inkqubo enika amathuba engqesho alinganayo, kwabo babesoloko bewavinjwa ngaphambili. Yinjongo yethu ukukhuthaza ukumelwa kwabantu bonke (ngokohlanga, isini nokhubazeko) kuwo onke amanqanaba kwiWCED.

IMIYALELO

Olu xwebhu lunika ingcaciso lunemisebenzi eyahlukeneyo yaye lubhekisa kubagqatswa abalindelekileyo, kwiinqununu, kumabhunga olawulo nakubasebenzi beSebe iWCED bebonke ababandakanyeka kwinkqubo yokugaya nokukhetha abasebenzi nokuba badlala yiphi na indima okanye benza wuphi na umsebenzi. Kucetyiswa bonke ababandakanyekayo, ngakumbi abagqatswa ukuba balufunde lonke olu xwebhu.

1. INTSHAYELELO

- 1.1 Olu luHlu lweZithuba 3 luka2026 lunezaziso zezithuba zenqununu, ezesekela-nqununu, ezentloko yesifundo kunye nezezikhundla zenqanaba 1.
- 1.2 Nceda uqonde ukuba njengokuba **zonke izithuba zengqesho ezibhengezwe kolu luhlu lwezithuba ZIVULELEKILE nje**, kufuneka kuqondakale ukuba **kuya kuqala kuqwalaselwe abahlohli abamiselwe njengabongezeleleke kwabo sele bekho kakade kwanabafikay** kwikhono lezemfundo xa kuvingcwa izikhundla zenqanaba 1. Umntu omtsha uchazwa "njengomhlohli oqeqeshiweyo osifumene isidanga sakhe kwisithuba seminyaka emithathu edlulileyo nongazange axhamle kwithuba lokuba kwisikhundla sokufundisa eqeshwe ngumbuso isigxina".
- 1.3 **Nawuphi na umbuzo ngesithuba esipapashiweyo kolu luhlu lwezithuba mawubhekiswe kwisikolo esipapashe isithuba eso.**
- 1.4 **Inombolo yesibhengezo sesithuba** mayibhalwe kuyo yonke imbalelwano.
- 1.5 **Ukupapashwa kwesaziso sesithuba akuthethi kuthi ukuzaliswa kweso sithuba kuya kugunyaziswa yiWCED. Lilungelo leWCED ukuthatha nasiphi na isithuba esingabanga nakuzaliswa ngumntu njengesirhoxisiweyo.**

- 1.6 Umhla wokuqeshwa kwizithuba ezipapashwe kolu luHlu lweZithuba uya kumiselwa yiWCED.
- 1.7 Amahlakani kufuneka aqonde ukuba umhla wokuba amaqumrhu olawulo/izikolo zingenise abatyunjwa kwiWCED ngowe **30 kuNovemba ka2026**. Ukuba kuthi kungakwazeki ukungeniswa kwaba batyunjwa ngalo mhla wokuvala, kufuneka kucelwe isongezelelo ngembalelwano ukuze iphunyezwe. Amahlakani aya kuthi anikwe de kube ngumhla wama**30 kaApril ka2027** (ongumhla wokuvalwa kwekoluhlu lwezithuba – kubatyunjwa abebengekafakwa) ukuze afake amaxwbhu okutyumba. Ukusilela ekwenzeni oku ku kuya kukhokelela ekubeni isikhundla eso siphinde sibhengezwe kuluhlu lwezithuba zengqesho olulandelayo.

2. IZIBHENGECO

- 2.1 Izithuba ezibhengeziweyo zihlelwe ngokwezi ofisi zezithili zilandelayo:

IOfisi yeSithili	UMlawuli weSithili	INombolo yoMnxeba
KwiMetro ekuMantla	NguW Horn	021 938 3000
KwiMetro seMbindini	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	NguG Kannemeyer (ibambela)	023 348 4600
KwiOverberg	Ngu-I Senosi	028 214 7300
KwiEden neKaroo eseMbindini	NguJ Jonkers	044 803 8300

- 2.2 Ezi khowudi zamanani zilandelayo zisetyenzisiwa kwizibhwngezo:

- 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 ezingekhoyo kwikharithulam ezinikezelwayo

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

3. IZICELO

- 3.1 Izicelo mazenziwe kusetyenziswa iNkqubo yokuGaywa kwaBahlohl. Inkqubo le ikwiwebhu yaye kungangenwa kuyo nge-intanethi apha: <https://www.westerncape.gov.za/education> (cofa kwi “Vacancies” kwikhasi lokuqala lewebhu ukuze ungene kule nkqubo).
- 3.2 Nceda uqonde ukuba inkxaso yozobuxhakaxhaka bolwazi ifumaneka ukususela ngoMvulo ukuya kutsho ngoLwesihlanu phakathi kwe-08:00 ukuya kwe-15:00 kuphela. Ukuba

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

- 3.3 Abagqatswa mabaqinisekise ukuba izicelo zabo bazifaka ngaphamb 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 kwingcaciso kwizimvo ezifumaneka kubasebenzi, iWCED iqalisile ukuyiphucula inkqubo yokugaywa kwabasebenzi, ngokukodwa kumacandelo eenkalo ze *Employment History* kunye *Experience*. Abafakizicelo kufuneka baqiniseke ukuba bayasifunda isikhokelo "How to Apply" esifumaneka kwikhasi lokuqala yoGayo lwaBaHlohli kule nkalo, ngaphambi kokufaka izicelo zengqesho.
- 3.7 Abasebenzi abanenombolo yePERSAL kufuneka baqinisekise ukuba bayifakile xa bebhalisa kule nkqubo. Le nkqubo iya kubanika nenomobolo eyodwa yokuzazisa abafakizicelo abangenayo inombolo yePERSAL.
- 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 ikarityhulam vitae (iCV) yomfakisicelo.
- 3.9 IiCV zigcinwa kwiqonga lezobuchwepheshe.
- 3.10 Abafakizicelo kufuneka baqonde ukuba iiCV kunye namaxwebhu axhasa isicelo kufuneka angaxhonywa kule nkqubo. Inkqubo le iya kuzivelisela iCV ngokusekelwe kwiinkcukacha zomfakisicelo ezikwiprofayizi ekweli qonga lezobuchwepheshe.
- 3.11 Abafakizicelo kufuneka baqiniseke ukuba bacofa **inombolo echanekileyo yesibhengezo** xa befaka isicelo sengqesho.
- 3.12 **IWCED ayilwamkeli uxanduva kwimeklo 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 n goko nangoko ikhuphe ileta (ngeimeyili) ingqina ukusifumana kwayo isicleo seso sikhundla.

3.15 Unxibelelwano luya kwenziwa nabafakizicelo abakuluhlu olufutshane kuphela. Ukuba ke umfakisicelo okuluhlu olufutshane uthi abe nesidanga selinye ilizwe, kudingeka isatifikethi esichaphazelekayo esisuka kuKhala weZidanga woMzantsi Afrika.

3.16 Ixesha nomhla wokuvalwa kokufakwa kweenkcukacha zezicelo **yi24:00 (ezinzulwini zobusuku)** ngomhla we02 **kuOktobha ka2026**. IWCED ayilwamkeli uxanduva ngezicelo ezingafakwanga kwangethuba yaye ayiyi kuzinika ngqwalasela izicelo ezifike emva kwethuba.

4. **UDLIWANONDLIBE**

4.1 Ukuba abafakizicelo bathi babizelwe kudliwanondlebe, mabeze nala maxwebhu:

- (a) likopi eziqinisekisiweyo **zamaxwebhu ezidanga**, kunye **nezatifikethi zediploma nezidanga** (amaxwebhu entsusa akasayi kubuyiswa).
- (b) likopi eziqinisekisiweyo zesatifikethi sabo **seBhunga laBahlohli loMzantsi (kwiSACE)** ezibonisa ukuba umfakisicelo ubhalisiwe kwiSACE.
- (c) Ikopi eqinisekisiweyo yokubhalisa kwiNkonzo yeRhafu yoMzantsi Afrika (iSARS) ukwenzela iinjongo zerhafu yengeniso (oku kusebenza kubahlohli batsha abafikayo).
- (d) Abafakizicelo abangengabo abemi baseMzantsi Afrika mabaqhuboshele kwakhona amaxwebhu achazwe kumhlathi 5.1 ngezantsi apha.

4.2 Abahlohli abavela kumanye amaphondo, okanye ababegeshwe kwelinye iphondo, bangacelwa kamva ukuba bangenise amarekhodi empangelo, iikopi eziqinisekisiweyo zezidanga zabo kwakunye neziqinisekiso zemivuzo yabo kwiWCED 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 zempilo baya kuqwalaselelwa ukuqeshwa kuphela ukuba banemvume ebhaliweyo evela kwiWCED yokuba kuvunyiwe ukubuyiselwa kwabo kwakhona ngokusisigxina emsebenzini wobutitshala. Ukuba umfakisicelo onjalo ubiziwe ukuba eze kudliwano-ndlebe, makeze nekopi yeleta eqinisekisiweyo yokuvuma ukubuyiselwa kwakhe kwakhona emsebenzini kwiphaneli yodliwanondlebe.

5.3 **Izicelo ezisuka kwabo bebehla iswe phantsi ngokwesinyanzeliso**

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

5.4 Amava

Amava angundoqo ukuze ube nokuqeshwa ngala alandelayo:

Isithuba	Ukuhlelwa kwesikolo	Amava adingekayo
Inqununu	P1 -P5	Iminyaka esi-
Isekela nqununu	Akukho	Iminyaka emi5
Intloko yesifundo	Akukho	Iminyaka emi3
Umhlohli	Akukho	Ayikho

Nceda uqonde oku kulandelayo:

- Amava okufundisa namanye amava afanelekileyo athathelwa ingqalelo ukwenzela ukuqeshwa kukatitshala.
- Ubuncinane mayibe yiminyaka emibini yethuba elimiselweyo lamava emayibe ichithwe ngaphakathi kwemida yoMzantsi Afrika okanye kwiziko lemfundo elalivunywe lelanye lamasebe emfundo angaphambili.
- Amava njengentloko yezifundo, njengesekela nqununu okanye njengenqununu ayamthethela ofuna ukuqeshwa njengenqununu.
- Amava kuBuxhakaxhaka bezoBuchwephesheo/boLwazi, ingakumbi kwimeko yemfundo.

5.5 Iimvavanyo zokokuba nezakhono

- Isixhobo sophuhliso lovavanyo lwezakhono sasenzelwe ngokukodwa iinqununu, amasekela eenqununu kunye neentloko zezifundo.
- Esi sixhobo sifumaneka **simahla** 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 akafanelekile ukuba aqeshwe kwisithuba somsebenzi nokuqinisekiswa ngexabiso elifanelekileyo leziqinisekiso zemfundo yakhe yeREQV, 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 kwiSACE

5.7.1 **Lunyanzelekile ubhaliso kwiSACE.**

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

5.8 Isakhono solwimi

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

5.9 Iimvavanyo zokulungela ukuqeshwa

5.9.1 Abafakizicelo kufuneka baqonde ukuba kuya kuphindwa kwenziwe olunye uhlolo lokulungela ukuqeshwa bakuba befakwe kuluhlu olufutshane kwaye ukuqeshwa kwabo kuxhomekeke kwiziphumo ezihle kolu 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 uwuphumezile umthethosihlomelo iCriminal Law (Sexual Offences and Related Matters) Amendment Act (uMthetho 13 ka2021) ngenjongo yokwenza luqilima umlo wobundlobongela obujoliswe kwisini, phakathi kwezinye, ngomhla wama28 kuJanuwari ka2022. Ngokusekelwe kwizihlomelo eziphunyeziweyo, lwced, ngentsebenziswano neSebe loBulungisa noPhuhliso loMgaqosiseko, ndawonye neSebe loPhuhliso loLuntu (iDSD), ingene kwinkqubo **yokuqinisekisa ukuba ONKE amagosa aya kuqeshwa ngokwenkqubo yogayo nokhetho, amagosa asele ephangela, ndawonye naye namphi na umntu oza kusebenza nabantwana bafumana ingqwalasela ngokuthelekiswa neRejista kaZwelonke yaboXhaphaza ngokweSondo ndawonye neRejista kaZwelonke yoKhuseleko lwaBantwana (iNCPR).**

5.9.3 Njengexalenye yale nkqubo yokuqinisekisa ingentla, iCandelo: loGayo noKhetho nalo liyakwenza uhlolo olusidingo sokuqinisekisa kwiNCPR ngokuthi lidlule kwiDSD. Ukufakwa kwesicelo sesithuba esibhengeziweyo kunika iWCED imvume yokwenza olu hlolo kwiDSD.

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 neyokuziphathayesi sikhundla. Angakwecwa umphathi wesekethi ukuze ancedise kule nkalo.

5.10.2 Inkqubo yokukhethwa kwenqununu, isekela lenqununu kufuneka ibandaanye oku kulandelayo:

- (a) Ukuqwalaselwa kobungqina bempumelelo yomenzi-sicelo ekuphuculweni kwesikolo kweso sithuba akuso njengangoku okanye kwi(s)zikolo zabo zangaphambili.
- (b) Udliwano-ndlebe nabenzi-sicelo abafakwe kuluhlu olufutshane.
- (c) Udliwanondlebe namangqina omfakisicelo ngomnxeba.
- (d) Udliwanondlebe nabagqatswa abakuluhlu olufutshane.
- (e) Intetho eyenziwa ngumgqatswa ngamnye ngendlela aceba ukuziphucula ngayo iziphumo zemfundo kunye nendumasi yeso sikolo.

6. UMOVUZO

Umvuzo womfakisicelo ophumeleleyo umiselwa ngokwemigaqo ekuxwebhu *laMalinge loLawulo lwezaBasebenzi*, olwapapashwa kwiGazethi kaRhulumente enguNombolo 46879 yomhla we09 kuSeptemba ka2022, njengoko ihlonyelwe kwiGazethi kaRhulumente enguNombolo 52227 yomhla we07 kuMatshi ka2025, imimiselo esasebenzayo ndawonyenezivumelwano ezichaphazelekayo zeBhunga leloMiba yeNgqesho kwezeMfundo (iELRC).

7. NCEDA UQONDE

Ukubhengezwa kwazo zonke izikhundla ezikolu luhlu lwezithuba zengqesho kwenziwa gahandle kokukhetha icala kwiWCED yaye kuseza kuphinda kufumane ingqwalasela kwiELRC.

8. EZIPHANGALELEYO

Amabhunga olawulo kufuneka ahlale egcine oku kulandelayo ezingqondweni:

- 8.1 **Imanyano zabahlohli kufuneka zaziswe kwisithuba seentsuku ezintlanu zokusebenza ngaphambi koko** malunga nomhla, ixesha nendawo-
- (a) nokuvulwa kwenkqubo yoGayo noKhetho lwaBahlohli ukuze kufikeleleka izicelo;
 - (b) nokufakwa kuluhlu olufutshane kwabagqatswa; kunye
 - (c) nodliwanondlebe kunye nabagqatswa.
- 8.2 Inkqubo yoGayo noKhetho lwaBahlohli inokuvulwa kuphela ngenjongo yokufikelela kwizicelo emva kokumiselwa/kokwamkelwa kwamakhabathiso okuqulungwa koluhlu olufutshane.
- 8.3 Iinkcukacha zoqhakamshelwano zeemanyano zabahlohli zimi ngolu hlobo lulandelayo:
- CTU-SADTU:**
Street address: 33 Tallent Street, Parow, 7500
Umnxeba: 021 930 8565 / 021 930 8391
Email: westerncape@sadtu.org.za
- 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 yokwenziwa koluhlu olufutshane**
 - (b) **Imizuzu yodliwanondlebe**
 - (c) **Ukuqinisekiswa kweenkqubo zokuqeshwa kwabagqatswa abatyunjweyo.**
- 8.5 Imizuzu yoluhlu olufutshane mayiqulathe izizathu ngomfakisicelo ngamnye zokuba kutheni na umfakisicelo engafakwanga kuluhlu olufutshane. Makuqhotyoshelwe amaxwebhu aqulethe amanqaku.
- 8.6 Imizuzu yodliwanondlebe mayiqulathe izizathu zomfakisicelo ngamnye malunga nokuba kutheni na umfakisicelo owayenziswe udliwanondlebe engazange atyunjwe kweso sithuba. Makuqhotyoshelwe amaxwebhu aqulethe amanqaku.
- 8.7 Lo gama imigqaliselo igunyazisa ukuba makutyunjwe amagama amathathu kwisithuba, iWCED 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 ukuba inkqubo yokhetho ifumana isikhokelo kwiithagethi zikaMakulinganwe kwiNgqesho (iEE) ngenjongo yokuvuselela ukumelwa kwamaqela ekujoliswe kuwo.
- 8.9 **Ukuba utyumbo alungqamelani neethagethi zeEE zeWCED, isizathu sokufakwa komgqatswa ekuza kuthi ukuqeshwa kwakhe kungavuseleli kumeleka, kufuneka sinikezelwe.**