



UMGOMO WAMALIMI WE-SAQA

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Ngokukhambisana nomThetho wonyaka ka-2012, 4(1) wokuSetjenziswa kwamaLimi, isiPhathimandla seZiqu seSewula Afrika (South African Qualifications Authority (SAQA)), njengesikhungo sesitjhaba sombuso, senze umGomo wamaLimi mayelana nokusetjenziswa kwamalimi asemthethweni ngeminqopho yombuso. Umgomo wamaLimi wamukelwe yi-SAQA ngemva kwekambiso yokukhulumisana nomphakathi.

Umbono we-SAQA kukobana umgomo lo uzokuba lisizo eqophelweni lemisebenzi ye-SAQA kanye neminqopheni yoMthetho wamatjumi asuthandathu nekhomba (67) (UmThetho wama-67 wonyaka ka-2008) wePhahla leSitjhaba leZiqu (National Qualifications Framework (NQF)), oveza bona iminqopho ye-NQF "kusiza ngokupheleleko ekuzithuthukiseni komunye nomunye umfundi kanye nokuthuthukiswa komphakathi nomnotho wesitjhaba ngokupheleleko."

UmGomo wamaLimi we-SAQA ususelwe emiThethweni, emiThethwenilawulo nemiHlahlandleleni eminengi ukufaka hlangana nomThethosisekelo wombuso weSewula Afrika, iPhahla lomGomo wamaLimi wesitjhaba, umThetho wokuThuthukiswa kokuFumaneka kweLwazi, umThetho weBhodi yamaLimi weSewula Afrika kanye nekambisolawulo yeBatho Pele.

Joe Samuels

IsiPhathiswa esiKhulu sesiGungu se-SAQA

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1. UMNQOPHO WOMGOMO LO

1.1 Umnqopho womGomo wamaLimi lo kunikela imininingwana ngokulandelako:

1.1.1 Ukusetjenziswa kwesiNgisi yi-SAQA emisetjenzaneni yayo yangamalanga ukufaka hlanguka nokuthintana nomphakathi;

1.1.2 Ukuthintana:

1.1.2.1. nabantu abasebenzisa ilimi lendabuko leSewula Afrika kunesiNgisi nabangasikgoniko isiNgisi;

1.1.2.2. iinqhema ezisebenzisa amalimi wendabuko weSewula Afrika lapho ekukgoneka khona;

1.1.2.3. Abantu abangaboniko kanye

1.1.2.4. Nabantu abangezwako.

1.2 UmGomo wamaLimi we-SAQA ususelwe emiThethweni, emiThethwenilawulo nemiHlahlandeleni elandelako:

1.2.1 **UmThethosisekelo woMbuso weSewula Afrika, (1996):**

- NgokwesiGaba sesi-6(i) esinikela amalimi alitjhumini nanye (11) neLimi lamaTshwayo leSewula Afrika ubujamo bangokomthetho;
- IsiGaba sesi-6(3) esiveza bona, "Urhulumende welizwe norhulumende weemfunda bangasebenzisa nanyana ngimaphi amalimi asemthethweni ngeminqopho karhulumende, ngokutjheja ukusetjenziswa, ukukgoneka, iindleko, ubujamo besifunda kanye neendingo nalokho okwenyulwa mphakathi ngokupheleleko namkha esifundeni"; kanye
- nesiGaba samatjhumini amathathu (30) esiveza bona "Woke umuntu unelungelo lokusebenzisa ilimi kanye nokuhlanganyela emasikweni abawathandako".

1.2.2 **Iphahla lomGomo wesiTjhaba wamaLimi, (2003), liveza bona,** "umgomo wokuveza wobuliminengi (isibonelo. umsebenzi, abalaleli nomlayezo) kufanele ulandelwe ebumameli lobo obungafuni ukuvezwa ngamalimi alitjhumini nanye (11) asemthethweni. Nanyana kunjalo, lapho ukusebenza okunzinzileko nangepumelelo kwakarhulumende kwesinye nesinye isigaba kufuna ukukhulunywa ngokupheleleko kwelwazi, kufanele kuvezwe ngamalimi alitjhumini nanye (11) asemthethweni".

- 1.2.3 **UmThetho weBhodi yamaLimi weSewula Afrika (UmThetho wamatjumi amahlanu nethoba (59) wonyaka ka-1995)**, otjheje ukwamukelwa, ukusetjenziswa nokuragwa kobuliminengi kanye nokuthuthukiswa kwamalimi agade aqalelwa phasi esikhathini esidlulileko.
- 1.2.4 **UmThetho wokuThuthukiswa kokuFumaneka kweLwazi (UmThetho wesibili (2) wonyaka ka-2000)**, wenza kusebenze ilungelo langokomthethosisekelo lokufunyanwa kwelinye nelinye ilwazi eliphethwe Mbuso kanye nelinye ilwazi eliphethwe ngomunye umuntu nelifunekako ekusetjenzisweni nekuvikelweni kwamanye namanye amalungelo.
- 1.2.5 **Ikambisolawulo yeBatho Pele** ngendlela emumethwe ngayo embikweni mthethokambiso wombuso "Ngokutjhugululwa kokweThulwa kweZenzelwa zomPhakathi" (1997).
- 1.2.6 **UmThetho wokuSetjenziswa kwamaLimi asemThethweni, (UmThetho wetjumi nambili (12) wonyaka ka-2012) kanye nemiThetholawulo**, ifuna ukwamukelwa komgomo wamalimi mnyango wesitjhaba, amaziko wesitjhaba karhulumende kanye namabubulo wesitjhaba karhulumende.
- 1.2.7 **UmThetho wePhahla lesiTjhaba leziQu (National Qualifications Framework (NQF)), (UmThetho wamatjumi asithandathu nekhomba (67) wonyaka ka-2008)**, uveza bona "Iminqopho ye-NQF itlanyelwe ukusiza ekuzithuthukiseni okupheleleko komunye nomunye umfundi kanye nokuthuthukiswa komphakathi nomnotho wesitjhaba ngokupheleleko" (IsiGaba sesi-5(2)).
- 1.2.8 **"ImiHlahandlela ye-SAQA yokuTlolwa kwesiNgisi esiLula nokuHlela" (2015)**, inikela umhlahlo ocacileko ngokutlolwa kwesiNgisi ngendlela esebenziseka lula.
- 1.3 I-SAQA ithethe isiqu nto sokusebenzisa isiNgisi njengelimi lebhizinisi nomsebenzi kanye nokusebenzisa (a) isiNgisi, (b) okungenani ilimi linye kilawo webuthelelo wesiNguni njengesizulu, (c) okungenani ilimi linye kilawo webuthelelo weSeSotho njengeSeSotho, (d) Xitsonga, (e) TshiVenda, kanye (f) nesiBhuru mayelana nokuthintana ngokukhuluma ngomlomo nomphakathi kwesinye nesinye isikhathi nakugonekako. Lokhu kufaka hlangana nokutjhugululela emalimini alitjumi nanye (11) asemthethweni imitlolo yomgomo we-NQF ngokukhamba kwesikhathi, ngokusebenzisa abasebenzi ngelimi abagunyaziweko (isibonelo. abatjhugululi nabarhumutjhi). Lokhu kuzokwenziwa kancani ngokutjheja amabuthelelo wamalimi neendleko bekufike lapho yoke imigomo ye-NQF itjhugululelwe kiwo woke amalimi asemthethweni. Kuthethwe isiqu nto ngomoya wokuyelela iminqopho elandelako kanye nekambisolawulo karhulumende weSewula Afrika, okulithogeko loku:-
- 1.3.1 thuthukisa ubuliminengi phakathi komphakathi weSewula Afrika;
- 1.3.2 sekela nokunikela ilungelo elilinganako lokufumana ilwazi nemisebenzi kiwo woke amaSewula Afrika nangaphandle kwelimi, ubuhlanga, ikolo, ubulili namkha kwerherho lekolelo yekolo;
- 1.3.3 qeda ukuqalelwa phasi kwamalimi wendabuko weSewula Afrika;
- 1.3.4 khuthaza ukuhlonipha nokuhlonitjiswa kwamalungelo welimi;

- 1.3.5 sebenzisa ilimi elisetjenziswa ngiwo woke; kanye
- 1.3.6 nokuthuthukisa isiko lobulungiswa bomphakathi nokufaka woke umuntu.

1.4 Ihlanganisela yokusebenzisa isiNgisi njengeli lokusebenza kwangamalanga kwe-SAQA, kanye (a) nokungenani ilimi linye lebuthelelo lawesiNguni njengesizulu, (b) okungenani linye lebuthelelo laweSeSotho njengeSeSotho, (c) XiTsonga, (d) TshiVenda, kanye (e) nesiBhuru mayelana nokuthintana ngokukhuluma ngomlomo nomphakathi kwesinye nesinye isikhathi nakukgonekako – kanye nokutjhugululela kancani emalimini woke alitjumi nanye (11) asemthethweni imitlolo yomgomo we-NQF kanye nokusebenzisa abasebenzi ngelimi abagunyaziweko (isibonelo. abatjhugululi nabarhumutjhi), ikhethelwe iinzathu ezilandelako:

- 1.4.1 ISewula Afrika, ezingeni layo elikhulu lemigomo yezehlalakhle nomnotho, igcizelela ukuthuthukiswa kwekhaya kanye nokuhlanganiswa ephasini loke. Ngakwelinye ihlangothi, umnqopho wokuthuthukiswa kwekhaya kanye nokuqedwa komtlhago nokungalingani kuqakathekile kuhlalakhle yabantu ngenarheni. Ukuhlanganiswa kweSewula Afrika ephasini loke nakho kuqakatheke kwamambala ukuvumela umfutho wetuthuko kobana ungene bewuphume ngenarheni ngendlela ekufuneka ngayo. Ngakwelinye ihlangothi, ukusetjenziswa kwamalimi wendabuko kuqakathekile etuthukweni yangaphakathi ngeSewula Afrika kanye nokubumbana komphakathi. Ukusetjenziswa kwesiNgisi kuqakathekile kobana kuhlangukiswa iSewula Afrika ne-Afrika yoke kanye nephasi loke, ituthuko yeentjhabatjhaba kanye netuthuko yezethknoloji.
- 1.4.2 Itlhogeko lokuba nendlela eyamukelekileko namagama weziqo ezitlolisiweko neengcenyeni zeziqo kanye nokubalekela ihlangahlangukano nokungazwisisani engcenyeni yabanikeli befundo nebandulo, abafundi nomphakathi ngokupheleleko.
- 1.4.3 Itlhogeko leensebenzi ezisemikhakheni yangeqadi neyombuso kobana zizwisise ngokupheleleko iziqu eziphethwe ziinsebenzi zangomuso kobana zithathe iinqunto ngokulungela kwabo umsebenzi. I-NQF nerherho layo lelwazi, iZiko lebuthelelolwazi lamaRekhodi wesiTjhaba wabaFundi (*National Learners' Records Database (NLRD)*), zimumethe ilwazi ngesiNgisi elitholwa babantu abanekareko ephasini loke.
- 1.4.4 I-SAQA ithembele eentlabagelweni. Nanyana kunjalo, i-SAQA izibophelele endimeni yayo yoburholi ebujameni be-NQF, obufuna ukwenza ifundo yesikhathi eside yekhwalithi erherhweni elihlangeneko lefundo, lebandulo, letuthuko nomsebenzi, iqiniso lawo woke umuntu eSewula Afrika. Nanyana ukusebenza kwangamalanga kuzokuba ngesiNgisi, imigomo ye-NQF i-SAQA enesibopho sayo izokutjhugululelwa kancani kiwo woke amalimi ali-10 asemthethweni. Ukwenza isibonelo, emnyakeni wokuthoma i-SAQA izokutjhugululela emalimini amabili webuthelelo lesiNguni neSeSotho imigomo yayo emibili ye-NQF. Lokhu kuzokulandelwa kutjhugululelwa kuTshiVenda, XiTsonga nesiBhuru kwemigomo leyo emibili. Emnyakeni wesithathu imigomo emibili le izokutjhugululelwa kwamanye amalimi amabili

wamabuthhelelo amabili, okusiNguni neSeSotho. Ikambiso le izokuragela phambili bekufike lapho wo ke amalimi asemthethweni atjhugululwe khona. Ikambiso le izokuthatha iminyaka emine ukuya kwemihlanu kobana iphele. Njengombana i-SAQA inemigomo elithoba ye-NQF kuzokuthogeka imizombe emithathu ukuqinisekisa bona yoke imigomo itjhugululelwa emalimini ali-10 asemthethweni. Lokhu kuzokuthatha eminye iminyaka eli-12 ukuya kweli-15 kobana kuqedwe.

- 1.4.5 Kuzokwenziwa amatlibhu alalelwako kobana abe khona kobana asize imiphakathi eNgezwako nengaBoniko. Lapho ekuthogeka khona, i-SAQA izokunikela umsebenzi wokurhumutjha/wokutjhugulula ngabasebenzi belimi abagunyaziweko, wamanye amalimi ali-10 asemthethweni weSewula Afrika, begodu izokuragela phambili ngokufuna amathuba wokusebenzisa nokuthuthukisa ukusetjenziswa kwamalimi ali-11 asemthethweni weSewula Afrika ngokobujamo beentlabagelo zayo.
- 1.5 I-SAQA inemanuwali yelwazi etholakala ngamalimi ali-11 asemthethweni weSewula Afrika kuwebhusayidi yayo enikela imininingwana yemisebenzi eyinikelako. I-SAQA izokufuna amathuba ngokuragela phambili ngokwenza elinye ilwazi litholakale ngawo wo ke amalimi alitjhumu nanye (11) asemthethweni weSewula Afrika, ngendlela ekgonakaliswa bujamo beentlabagelo zayo.
- 1.6 Amalungelo wabakhulumi bamalimi wendabuko weSewula Afrika ayavikelwa njengombana kulilungelo labo lokufumana ilwazi le-NQF ngendlela i-SAQA iphatha ngayo imibuzo yamatlayenti, yangomlomo netloliweko, ngelimi elenyulwa yitlayenti.

2. UBUNJALO BE-SAQA

- 2.1 I-SAQA isikhungo sangokomthetho esisungulwe ngaphasi komThetho wonyaka ka-1995 weZiko leSewula Afrika lokuqinisekiswa kweZiqu nokuragela phambili kwaso ngokuba khona okuqinisekise mThetho wePhahla lesiTjhaba lokuqinisekisa iZiqu (UmThetho wamatjhumu asithandathu nekhomba (67) wonyaka ka-2008).
- 2.2 I-SAQA inesibopho kuNgqongqotjhe weFundo ePhakemeko nokuBandula.
- 2.3 I-NQF ilirherho elipheleleko eligunyazwe nguNgqongqotjhe weFundo ePhakemeko nokuBandula mayelana:
 - Nokuhlukaniswa;
 - Nokutloliswa;
 - Nokuvezwa kanye
 - Nokumenyezelwa kweziqu zesitjhaba eziqinisekise ikhwalithi.
- 2.4 Iminqopho ye-NQF itlanyelwe ukusiza ekuzithuthukiseni okupheleleko komunye nomunye umfundi kanye nokuthuthukiswa komphakathi nomnotho wesitjhaba soke. Iminqopho ye-NQF ku-:

- 2.4.1 tlama iphahla linye elihlangeko lesitjhaba lokuzalisekisa ukufunda;
 - 2.4.2 kgonakalisa ukufunyanwa, ukutjhidiswa nokuthuthuka kwangaphakathi, kwefundo, kwebandulo namabizelo;
 - 2.4.3 qinisa ikhwalithi yefundo nebandulo; kanye
 - 2.4.4 nokurhabisa ukulungiswa kwebandlululo elingakafaneli lesikhathi esidlulileko efundweni, ebandulweni nemathubeni womsebenzi (UmThetho we-NQF, isiGaba sesi-5).
- 2.5 Iminqopho ye-SAQA ku-:
- 2.5.1 kuthuthukisa iminqopho ye-NQF;
 - 2.5.2 tlhogomela ituthuko eragela phambili nokuphunyeleliswa kwe-NQF; kanye
 - 2.5.3 nokuhlela amaPhahla amancani we-NQF (UmThetho we-NQF, isiGaba se-11).
- 2.6 I-SAQA ibona i-NQF njengephahla lokuthintana, lokuhlela nokusebenzisana efundweni, ebandulweni, etuthukweni nemsebenzini.

3. INDIMA NEMISEBENZI YE-SAQA

Ngaphezu kokuzuza iminqopho yayo, i-SAQA inesibopho sokulandelako:

- 3.1 Ukweluleka uNgqongqotjhe weFundo ePhakemeko nokuBandula ngeendaba ze-NQF;
- 3.2 Ukutlama irherho lokusebenzisana kobana kuhlahlwe ubudlelwano be-SAQA nemiKhandlu yeKhwalthi (*Quality Councils (QCs)*);
- 3.3 Ukurarulula irarano elimayelana nama-QCs;
- 3.4 Ukutlama, ukuveza nokuqinisekisa irherho lemali kanye nokuqakatheka kweenHlathululi zamaZinga;
- 3.5 Ukutlama umgomo nendlela yokuthuthukisa, yokutlolisa nokuvezwa kweziqu neengcenywe zeziqu;
- 3.6 Ukutlolisa iziqu neengcenywe zeziqu eziphakanyiswe ma-QCs ku-NQF;
- 3.7 Ukutlama umgomo nendlela yokuhlola, ukwAmukelwa kweFundo yangaPhambilini (*Recognition of Prior Learning (RPL)*) nokuTholwa kwamaKhredithi nokuTjhidiswa (*Credit Accumulation and Transfer (CAT)*);

- 3.8 Ukutlamba umgomo nendlela yokwamukelwa kweenkhungo zomsebenzi kanye nokutloliswa kweenkhundla zomsebenzi ku-NQF;
- 3.9 Ukwamukela iinkhungo zomsebenzi nokutlolisa iinkhundla zomsebenzi ku-NQF;
- 3.10 Ukuthintana nabalingani beentjhabatjhabeni ngeendaba eziphathelene nephahla leziqo kanye nokwazisa ama-QCs nabanye abanekareko mayelana nekambiso yeentjhabatjhabeni;
- 3.11 Ukuhlela nokugunyaza irhubhululo lemiraro ephathelene nokuthuthukiswa nokuphunyeleliswa kwe-NQF, ukufaka irhubhululo lanjalo njalo lomthelela we-NQF efundweni, ekubanduleni, nemsebenzini weSewula Afrika – kanye nokuveza imiphumela;
- 3.12 Ukugcina irherho lesitjhaba lamarekhodi weziqo ezitlolisiweko, iingcenywe zeziqo ezitlolisiweko, ipumelelo yabafundi, iinkhungo ezamukelweko zomsebenzi, iinkhundla ezitlolisiweko zomsebenzi kanye nelwazi eliphathelene nazo. Lokhu kwenziwa ngokuzaliswa nokugcinwa kweZiko leButhelelolwazi lamaRekhodi wesiTjhaba wabaFundi;
- 3.13 Ukunikela ukuhlaziya kweziqo zangaphandle kanye nomsebenzi wokweluleka kanye
- 3.14 Nokwazisa umphakathi mayelana ne-NQF.

4. UMHLOBO WEMISEBENZI ENIKELWA YI-SAQA

I-SAQA inikela abafundi isekelo eliragela phambili kanye nelwazi, abanikeli befundo nebandulo kanye nomphakathi woke mayelana neziqo ezitlolisiweko kanye neengcenywe zeziqo, ipumelelo yabafundi, iinkhungo zemisebenzi kanye neenkhundla zomsebenzi, iziqo zangaphandle, iphahla leendlela nekambiso yeentjhabatjhabeni yeziqo, imiphumela yerhubhululo eliphathelene ne-NQF kanye nezinye iindaba eziphathelene nefundo nebandulo. Imisebenzi le ifaka hlangana okulandelako:

4.1 Ukuhlaziya iziqo zangaphandle

Umsebenzi lo ngewabantu abaneziqo zangaphandle abafisa ukutlolisela ukufunda ezikweni leSewula Afrika kanye/namkha nokwenza isibawo somsebenzi, ukufunda kanye/namkha igunya/imvumo yokuhlala. Imitlolwabo yeziqo kanengi ingamalimi wangaphandle afuna ikghono lokuwafunda namkha iinsetjenziswa ezifaneleko zokwenza njalo. Ngakho-ke kutlhogeka bona abenziimbawo bethule ukutjhogululwa kweqophelo kanye neziqo ezingamalimi wangaphandle. Ukuthintana namatlayenti kungesiNgisi, njengombana sililimi elenyulwa ebhodulukweni lomsebenzi. I-SAQA iqhatjha amanye amalunga weensebenzi ezinekgono lamalimi wangaphandle begodu lapho ekukgoneka khona, iinsebenzi ze-SAQA zizokuthintana namaphandle

ngelimi lawo. Imitlolo nelwazi le-SAQA, ukufaka nematheriyali yeembawo, yemigomo, yemihlahlandlela neTifikedi zokuHlaziya, zitholakala ngesiNgisi.

4.2 Ukuqinisekisa iziqu zeSewula Afrika zabafundi kanye nokunikela iintifikedi zepumelelo

Iintifikedi zinikelwa ngesiNgisi, kodwana imibuzo ekufanele itholwe ngokutlolwa, ingenziwa ngelinye nelinye lamalimi asemthethweni weSewula Afrika.

4.3 Ukuqinisekisa abaqhatjhi namaziko wefundo ubumbala beziq

Umsebenzi lo unikelwa kobana uphendule ukwethulwa kokwethulwa ngendlela angakafaneli kweziq ezinikelwe maziko angakagunyazwa. Iimbawo kufanele zenziwe ngokutlolwa begodu zingaba ngelinye nelinye lamalimi asemthethweni weSewula Afrika. Iintatimende zobumbala zinikelwa ngesiNgisi njengombana sililimi elamukelwako lombuso nomsebenzi eSewula Afrika.

4.4 Ukutlolisa iziqu neengcanye zeziq ku-NQF

Iziq neengcanye zeziq zethulwa e-SAQA kobana zitloliswe ku-NQF, ngesiNgisi, miKhandlu yeKhwalthi emithathu. Ukuthintana (okutloliweko namkha komlomo) mayelana neziq namkha iingcanye zeziq ezethulwe miKhandlu yeKhwalthi kungendlela yesiNgisi njengelimi lombuso nomsebenzi eSewula Afrika.

4.5 Ukwamukela iinKhungo zomSebenzi kanye nokutlolisa iinKhundla zomSebenzi ku-NQF

Koke ukuthintana neenkhungo zomsebenzi mayelana nokwamukelwa nokutloliswa kweenkhundla zomsebenzi kwenziwa ngesiNgisi njengelimi lombuso nomsebenzi eSewula Afrika. Lokhu kufaka iimbawo zokwamukelwa nokutloliswa, iintifikedi ezikhambelanako ezinikelwa ziinkhungo zomsebenzi, ukuvakatjhelwa kwendawo, ivakatjho lokuhlola, imibiko yokuhlaziya nemibuzo.

4.6 Ukugcina iZiko leButhelolwazi lamaRekhodi wesiTjhaba wabaFundi (National Learners' Records Database (NLRD))

Umphakathi ukugona ukusebenzisa bu-elekthroniki amaziko webuthelolwazi leziq ezitlolisiweko kanye neengcanye zeziq, iinkhungo ezamukelweko zomsebenzi, iinkhundla ezitlolisiweko zomsebenzi kanye nelwazi eliphathelene nazo litholakala ku-NLRD ngewebhusayidi ye-SAQA. Amatlayenti angabuza nge-imeyila, ngefeksi, ngokutlola namkha ngomrhala mayelana nelwazi eliphathelene ne-NLRD. AmaRejista we-NLRD agcinwa ngesiNgisi ukuqinisekisa ukungatjhugutjhuguluki kwamathemu kanye nokuzwisisa ngebanga lokobana ilimi lomsebenzi siNgisi. Iwebhusayidi ye-NLRD ne-SAQA isetjenziswa ziinarha zangaphandle kanye nomphakathi weSewula Afrika. Imibuzo eyethulwe e-SAQA ingaba ngelinye nelinye ilimi elisemthethweni leSewula Afrika begodu nependulo izokunikelwa ngelimi lona lelo, ngaphandle kobana ipendulo izokusetjenziswa ebujameni lapho ekufuneka khona isiNgisi.

4.7 **Ukutlama imigomo ye-NQF**

I-SAQA kutlhogeka bona itlame, itjheje ukuphuyeleliswa beyitjheje nemigomo eminengi ephathelene ne-NQF njengeenHlathululi zamaZinga we-NQF, kanye nemigomo yesitjhaba nekambisolawulo yokutloliswa kweziqu neengcenyane zeziqu ku-NQF; ukwamukela iinkhundo zomsebenzi kanye nokutlolisa iinkhundo zomsebenzi; ukuphuyeleliswa kwe-RPL; ukuphumelelisa i-CAT; ukutlama nokuphumelelisa ukuhlola; ukuhlaziya iziqu zangaphandle kanye nokungajanyelwa ngendlela efaneleko kweziqu nelwazi eliphathelene nazo, phakathi kokhunye. Ukutlanywa kwemigomo kufanele kwenziwe ngokukhulumisana begodu kobunye ubujamo ngemva kokukhulumisana nomKhandlu weKhwalithi. Imihlangano nomsebenzi wokutlama imigomo wenziwa ngesiNgisi njengeli lomsebenzi begodu imigomo leyo ivezwa kugazedi yombuso nangendlela yekhophi ngesiNgisi. Ibuthelelo elikhulu lemigomo ye-NQF lizokutjhogululelwa emalimini woke alitjumi (10) asemthethweni weSewula Afrika bekenziwe itholakale kuwebhusayidi ye-SAQA.

4.8 **Ukwazisa umphakathi nge-NQF**

I-SAQA yenza imisetjenzana eminengi yokwazisa umphakathi nge-NQF kanye nokusekela i-NQF. Lokhu kufaka hlanguka iimfundobandulo, isikhathi selwazi, ukubanjwa kwamakhomferensi, ukubuthelelwa kweencwadi neencwajana, ukuposwa kwelwazi elifaneleko eembikindabeni zomphakathi kanye nemaphephandabeni nokuhlanganyela kumakhomferensi neemfundobandulweni zezinye iihlangano nazimenyiwako. Imigomo emikhulu ye-NQF izokwenziwa ibe khona kancani kancani ngamalimi woke ali-11 asemthethweni. Ezinye iincwadi ezinengi nelwazi elijayelekileko le-NQF zitholakala ngesiNgisi. Nanyana kunjalo i-SAQA nayihlanganyela eminyanyeni yokusekela nokunikela ilwazi njengemiqaliso yamabizelo, ekurhatjheni kwerediyo nomabonwakude kanye neembikiindaba ezidijithali lapho i-SAQA ithintana khona neenqhema ezihlukeneko zabantu ngobunengi babo, i-SAQA izokuqinisekisa bona ukuthintana ngomlomo (a) kungesiNgisi, (b) ngelimi lebuthelelo lesiNguni njengesizulu, (c) ngelimi lebuthelelo leSeSotho njengeSeSotho, (d) ngeXiTsonga, (e) ngeTshivenda, namkha (f) ngesiBhuru kanye (g) nangelimi lamatshwayo, njengafaneleko nangokukgonekako ngokobujamo beentlabagelo.

4.9 **Ukuphatha imibuzo ephathelene ne-NQF evela emphakathini**

I-SAQA ithola imibuzo malanga woke emphakathini emayelana neendaba eziphathelene ne-NQF. Imibuzo itholwa ngokutlolwa nge-imeyila, ngefeksi nangomrhala. Amanye amatlayenti avakatjhela ama-ofisi we-SAQA. Nanyana imibuzo eminengi yenziwa ngesiNgisi, iimpendulo zinikelwa ngamanye amalimi umbuzo owethulwe ngawo ku-SAQA. Lapho ekutlhogeka khona i-SAQA izokunikela imisebenzi yabasebenzi ngamalimi abagunyaziweko.

5. IIMFUNDA NAMKHA IINDAWO LAPHO I-SAQA INIKELA KHONA IMISEBENZI YAYO

I-SAQA isePitori, kodwana ngokuthlogekako inikela imisebenzi yayo enarheni yoke neentjhabatjhabeni. Imisebenzi iyanikelwa begodu nemibuzo iphendulwa bunqopha e-SAQA namkha ngokusetjenziswa komrhala, ifeksi, i-imeyila, iimbikiindaba zomphakathi, iincwadi, imibiko neentifiki zamatlayenti abhalelwa kuvakatjhela ngokwawo i-SAQA.

6. AMALIMI ASEMTHETHWENI WE-SAQA

I-SAQA isebenzisa isiNgisi njengendlela yayo yokuthintana kikho koke ukusebenza kwayo kwangamalanga. Nanyana kunjalo, isiNgisi sisetjenziswa ngokubambisana (a) nokungenani nelimi linye lebuthelelo lawesiNguni njengesiZulu, (b) okungenani ilimi linye lebuthelelo laweSeSotho njengeSesotho, (c) XiTsonga, (d) Tshivenda, (e) isiBhuru kanye (f) nelimi lamatshwayo mayelana nokuthintana ngokukhuluma/ ngelimi lamatshwayo, lapho ekukgoneka khona. Imisetjenzana ye-SAQA ngesiNgisi ifaka hlangana:

- Yoke imihlangano, iimfundobandulo namakhomferense woke ku-SAQA kanye nemphakathini woke
- Imitlolo ye-Ajenda namaminithi yemihlangano kanye namarekhodi wemihlangano;
- Iincwajana, isib. imigomo, ikambiso nemitlolo yemihlahlandlela kanye nemiphumela yerhubhululo;
- UmBiko oHlangeneko waqobe mNyaka we-SAQA;
- Ukuthintana kuthungelelwanohlanganiso langekhaya le-SAQA;
- I-NLRD namanye amarherho welwazi zisetjenziselwa ukulawula ilwazi le-NQF;
- Ukuthintana noNgqongqotjhe wezeFundo ePhakemeko nokuBandula kanye nomNyango wezeFundo ePhakemeko nokuBandula;
- Ukuthintana neminye iminyango karhulumende;
- Ukuzaliswa kwamaforomu asemthethweni;
- Ukukhangiswa kweenkhundla ze-SAQA eembikiindabeni;
- Izaziso kugazede karhulumende;
- Iintifiki zokuhlaziya, zokuqinisekisa, zokutlolisa nezokwamukela;
- Imihlangano yokulalela kanye
- Namatshwayo asemthethweni ngemakhiweni we-SAQA atjengisa iimakhiwo nemisebenzi.

Nanyana kunjalo, itlayenti nayithoma ukuthintana ngelinye ilimi elisemthethweni leSewula Afrika namkha ngothileko ongasazi kuhle isiNgisi begodu nalapho ukusetjenziswa kwesiNgisi kuzokurholela khona ekungazwisaneni namkha eraranweni, kusetjenziswa ilimi letlayenti. Ngaphezu kwalokho, imizamo eragela phambili yokusebenzisa amalimi asemthethweni ali-11 weSewula Afrika kuwebhusayidi ye-SAQA, kanye neBhreyili/amatlibhu alalelwako, lapho ekukgoneka khona, izokwenziwa.

7. UKUTHINTANA NAMALUNGA WOMPHEKATHI LAWO ILIMI LAWO EKUNGASISO ISINGISI

I-SAQA ithintana namalunga womphakathi ilimi lawo elingasisiNgisi ngendlela elandelako:

- 7.1 Imibuzo etloliweko (ifeksi, iincwadi nama-imeyila) ngelinye ilimi kunesiNgisi inqotjhiswa emalungeni wabasebenzi abakgona ilimi elisetjenzisiweko, begodu bazokwenza ipendulo ehlolwako bona ilungile begodu inembile ngokwemigomo ebekiweko. Nangabe ilunga labasebenzi lelo alikgoni ukuphendula umbuzo, yeke liyasizwa kobana kwenziwe ipendulo efaneleko etjhugululelwa elimini ekubuzwe ngalo, mtjhugululi ogunyaziweko. Ipendulo ihlolwa lilunga labasebenzi elikgona ilimi lelo bese lihlola bona ilungile begodu inembile ngokwemigomo ebekiweko. Nanyana kwesinye isikhathi kungatlhogeka bona imisebenzi yabatjhugululi abagunyaziweko itholwe, i-SAQA izokukhuthaza abasebenzi kobana bazibophelele ekufundeni nekuzithuthukiseni okufunekako kobana babe batjhugululi abagunyaziweko.
- 7.2 Iimbawo ezitlolwe ngelinye ilimi kunesiNgisi mayelana nokuqinisekisa, iintifikedo kanye nokhunye kuqalanwa nazo njengephuzwini lesi-7.1 ngehla. Nanyana kunjalo, isitifikedi/isitatimende sinikelwa ngesiNgisi besiphekelelwe yincwadi engelimi letlayenti ehlathulula okumumethwe sitifikedi kanye nesizathu sokusinikela ngesiNgisi. Ukuhlola okujayelekileko kokulunga kwelwazi kwenziwa ngokwemigomo ebekiweko, batjhugululi abagunyaziweko. Iintifikedo neentatimende zinikelwa ngesiNgisi njengombana sililimi lombuso nelokusebenza eSewula Afrika.
- 7.3 Iimbawo zomlomo (zomrhala nezamatlayenti afuna ukusizwa ngaphandle kwesibekiselwano) ngelinye ilimi kunesiNgisi zithunyelwa elungwini labasebenzi elazi ilimi letlayenti begodu nelikgona ukunikela ilwazi elifunekako ngelimi letlayenti. Ebujameni lapho kutlhogeka khona ukutjhugulula/ukurhumutjha ilunga labasebenzi elikgona ukunikela ilwazi elifunekako lizokuqalana nombuzo bese lisiza itlayenti ngokuphendula umbuzo ngesizo lomtjhugululi ogunyaziweko. Nakunganalunga labasebenzi e-SAQA elazi ilimi letlayenti kobana lize itlayenti, itlayenti ibawiwa bona ibuye e-SAQA ngesikhathi sesibekiselwano (emalungeni alikhomba womsebenzi) mayelana nokuhlangana nomrhumutjhi ogunyaziweko. I-SAQA ihlele kobana umrhumutjhi ofaneleko abe khona.
- 7.4 Nakwenzeka bona itlayenti engezwa kuhle ize e-SAQA nombuzo begodu kunganalunga labasebenzi e-SAQA elazi ilimi lamatshwayo, itlayenti leyo ibawiwa bona:
 - 7.4.1 Yethule umbuzwayo ngokuwutlola begodu nependulo inikelwe ngokuyitlola itlayenti isesekhona; namkha
 - 7.4.2 Ize nomrhumutjhi wayo welimi lamatshwayo emhlanganweni ngesikhathi sesibekiselwano; namkha
 - 7.4.3 Ivumele i-SAQA ithole imisebenzi yomrhumutjhi welimi lamatshwayo mayelana nomhlangano wesikhathi sesibekiselwano.

Imihlangano yelandelelo kibo boke ubujamo lobu izokuhlelwa emalangeneni alikhomba womsebenzi wetlayenti eze e-SAQA nombuzo.

8. UKUFUNYANWA KOMGOMO WAMALIMI WE-SAQA MALUNGA WOMPHEKATHI

- 8.1 UmGomo wamaLimi we-SAQA uzokutholakala ngawo woke amalimi ali-11 asemthethweni weSewula Afrika kuwebhusayidi ye-SAQA.
- 8.2 Iimbawo zekhophi yomGomo wamaLimi zingenziwa ku-SAQA ngokutlola, ngomrhala namkha emuntwini. Amakhophi womGomo anganikelwa amatlayenti namkha athunyelwe wona.
- 8.3 Abantu abenza iimbawo zomrhala kokuthoma bazokuthunyelwa kuwebhusayidi ye-SAQA, kodwana banganikelwa nekhophi nabayibawako.
- 8.4 Imitlolo ye-SAQA ngeze ibe ngeBhreyili ngebanga leendleko eziphezulu zokukhiqiza kanye neembawo ezimbalwa zemitlolo yevetjhini yeBhreyili ezaba khona esikhathini esidlulileko. Kuzokwenziwa imizamo yokutlola amatlibhu alalelwako lapho ekuthlogeka khona ngokobujamo beentlabagelo.

9. INDLELA YOKURARULULA IINGHONGHOYILO

- 9.1 Omunye nomunye umuntu (kungaba lilunga labasebenzi be-SAQA namkha ilunga lomphakathi) onganelisekiko ngokusetjenziswa kwamalimi asemthethweni ye-SAQA angenza isinghonyoyilo ngelinye nelinye lamalimi ali-11 asemthethweni weSewula Afrika. Isinghonyoyilo kufanele sitlolwe. Ibizo, isiphande neminingwana yokuthintana kamngonyoyili begodu kufanele kunikelwe neminingwana ezeleko yesinghonyoyilo. Isinghonyoyilo leso kufanele:
 - Sithunyelwe ku-CEO we-SAQA;
 - Namkha sethulwe ngesandla ku-SAQA, namkha sithunyelwe nge-imeyila ku-CEO ye-SAQA namkha sithunyelwe ngeposi etlolisiweko esiphandeni seposi se-SAQA; begodu
 - Senziwe eenyangeni ezi-3 zokubela kwesinghonyoyilo.
- 9.2 I-CEO ye-SAQA izokwamukela ukutholwa kwesinghonyoyilo ema-irini ama-48 wokutholwa kwaso.
- 9.3 I-CEO ye-SAQA ingabawo bona isinghonyoyilo:
 - Sinikele ilwazi elidephileko elizokusiza ngephenyo elimayelana nesinghonyoyilo leso bese
 - Ihlela umhlangano wokwenza iphenyo langomlomo mayelana nesinghonyoyilo.

- 9.4 Eenyangeni ezi-3 zokutholwa kwesinghonyoyilo i-CEO ye-SAQA kufanele:
- Itjheje isinghonyoyilo, yenze iphenyo elifaneleko bese ithatha isiqu nto mayelana nesinghonyoyilo bese
 - Yazise umngonyoyili ngesiqu nto ngokumtlolela.

Iminingwana yokuthintana ye-ofisi ye-SAQA

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I-imeyila: saqainfo@saqa.org.za
Iwebhusayidi: <http://www.saqa.org.za>

- 9.5 Umngonyoyili ongakaneliseki ngesiqu nto se-CEO ye-SAQA angenza isibilayezo noNgqongqotjhe wezeFundo ePhakemeko nokuBandula.
- 9.6 Isibilayezo kufanele sitlolwe, ngelinye nelinye lamalimi ali-11 asemthethweni we-Sewula Afrika. Ibizo, isiphande neminingwana yokuthintana kambalayeli kanye neminingwana ezeleko yesibilayezo kufanele inikelwe. Isibilayezo lesi kufanele:
- Sithunyelwe kuNgqongqotjhe wezeFundo ePhakemeko nokuBandula;
 - Singethulwa ngesandla emNyangweni wezeFundo ePhakemeko nokuBandula namkha sithunyelwe ngeposi etlolisiweko esiphandeni seposi kaNgqongqotjhe wezeFundo ePhakemeko nokuBandula begodu
 - Sifakwe enyangeni yi-1 yokutholwa kwesiqu nto saka-CEO we-SAQA mngonyoyili.
- 9.7 UNgqongqotjhe wezeFundo ePhakemeko nokuBandula, ngokukhambisana nemiThetholawulo, kufanele:
- Atjheje isibilayezo bese uthatha isiqu nto bese
 - Wazisa umbalayeli ngesiqu nto ngokumtlolela.

Iminingwana yokuthintana yomNyango wezeFundo ePhakemeko nokuBandula

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10. UKULISISWA UKWENZA IZIKO LOMGOMO WAMALIMI

Ngokwesigaba setjhumi nambili (12) (1) somThetho wetjhumi nambili (12) wonyaka ka-2012 wokuSetjenziswa kwamaLimi asemThethweni uNgqongqotjhe wezobuKghwari namaSiko unikele i-SAQA isiliso, ngokwengcenyene, sokusungula iZiko lomGomo wamaLimi. I-SAQA izokuhlinzekela isisebenzi sesikhundla esiphhezulu kobana senze imisebenzi yeZiko lomGomo wamaLimi. Imisebenzi yesiKhulu samaLimi se-SAQA izokulawulwa ziindlelakambiso eziphakemeko zokuqinisekisa ikhwalithi.

11. UKWETHULWA KWEMIBIKO YAQOBE MNYAKA

Qobe mnyaka, eenyangeni ezintathu (3) zokuphela komnyaka wayo wezeemali, i-SAQA izokwethula umbiko kuNgqongqotjhe wezobuKgwari namaSiko neBhodini yamaLimi weSewula Afrika. Umbiko uzokumumatha imininingwana ngoku-:

- 11.1 Phunyeleliswa komGomo wamaLimi we-SAQA;
- 11.2 Ezinye nezinye iinghonyololo ezitholiweko ezimayelana nokusetjenziswa kwamalimi asemthethweni yi-SAQA kanye nendlela iinghonyololo lezi ezilungiswe ngayo.
- 11.3 Obunye nobunye ubujamo uNgqongqotjhe angabuqintela.