# INQUBOMGOMO YEZILIMI EZISEMTHETHWENI YE-SAQA

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| Isimo | Yamukelwe |
| Umgcini | Umqondisi: Ukunxusa, Ukuxhumana kanye Nokusekelwa |
| Usuku Lokwamukela: | 2017-05-31 |
| Inombolo yesinqumo: | EXCO 11159/17 |
| Usuku lokuqalisa: | 2017-06-01 |
| Usuku okufanele kubukezwe ngalo: | 2020-05-31 |
| Inombolo yefayela: | PNFG40 |

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Ngokuhambelana noMthetho Wokusetshenziswa Kwezilimi wonyaka we-2012, 4(1), isiPhathimandla SaseNingizimu Afrika Sokufaneleka Kwezemfundo (i-SAQA), njengohlaka lukazwelonke lukahulumeni, lwakhe inqubomgomo yezilimi mayelana nokusetshenzisa kwezilimi ezisemthethweni zisetshenziselwa izinhloso zikahulumeni. Inqubomgomo Yezilimi yamukelwa yi-SAQA ngemuva kwenqubo yokubonisana nomphakathi.

Umbono we-SAQA ngukuthi le nqubomgomo izoba negalelo kwikhwalithi yezinsizakalo ze-SAQA kanye nezinhloso zoMthetho Kazwelonke Wohlaka Lokufaneleka Kwezemfundo (i-NQF), wama-67, (uMthetho wama-67 wonyaka we-2008), obeka ukuthi, izinhloso ze-NQF " ngukuba neqhaza ekuthuthukisweni komfundi ngamunye kanye nasekuthuthukisweni kwasenhlalweni nezomnotho kwesizwe sonkana."

Le Nqubomgomo Yezilimi ye-SAQA isuselwa eMithethweni, eZimisweni nakwiMihlahlandlela kubandakanya noMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika, uHlaka Lukazwelonke Lwenqubomgomo Yezilimi, uMthetho Wokukhuthaza Ukufinyeleleka Kolwazi, uMthetho Webhodi Lezilimi ZaseNingizimu Afrika kanye nemigomo ye-Batho Pele.

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## INQUBOMGOMO YEZILIMI EZINTATHU EZISEMTHETHWENI YE-SAQA

Ngokuhambelana noMthetho Wokusetshenziswa Kwezilimi wonyaka we-2012, 4(1), isiPhathimandla SaseNingizimu Afrika Sokufaneleka Kwezemfundo (i-SAQA), njengohlaka lukazwelonke lukahulumeni, lwakhe inqubomgomo yezilimi mayelana nokusetshenzisa kwezilimi ezisemthethweni zisetshenziselwa izinhloso zikahulumeni. I-SAQA yamukele le nqubomgomo ngemuva kwenqubo yokubonisana nomphakathi.

### 1. INHLOSO YENQUBOMGOMO

1.1 Inhloso yale Nqubomgomo Yezilimi ukunikeza imininingwane yalokhu okulandelayo:

1.1.1 Ukusetshenziswa kwesiNgisi yi-SAQA emsebenzini wayo wansuku zonke nokuxhumana nomphakathi jikelele;

1.1.2 Ukuxhumana:

1.1.2.1. nabantu abasebenzisa ulimi lwendabuko lwaseNingizimu Afrika ngaphandle kwesiNgisi futhi abangasazi kahle isiNgisi;

1.1.2.2. namaqembu asebenzisa izilimi zendabuko zaseNingizimu Afrika lapho kunokwenzeka;

1.1.2.3. nezimpumputhe; kanye

1.1.2.4. nezithulu.

1.2 INqubomgomo Yezilimi ye-SAQA isuselwe kule Mithetho, nemiMigomo Nezinkombandlela ezilandelayo:

1.2.1 **UMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika wonyaka we-1996:**

- ISahluko sesi-6(i) esinikeza isimo sokuba semthethweni izilimi eziyi-11 kanye noLimi Lwezandla lwaseNingizimu Afrika;
- ISahluko sesi-6(3) esibeka ukuthi, "Uhulumeni kazwelonke nohulumeni wesifundazwe bangasebenzisa nanoma yiluphi ulimi belusebenzisela izinhloso zikahulumeni bebheka ukusetshenziswa kwalo, ukusebenziseka, izindleko nezimo zesifunda kanye nezidingo kanye nokuthanda kwabantu bebonke noma esifundazweni"; futhi
- NeSahluko sama-30 esibeka ukuthi "Wonke umuntu unelungelo lokusebenzisa ulwimi nokubamba iqhaza empilweni nasemasikweni azikhethele wona".

1.2.2 **Uhlaka Lukazwelonke Lwenqubomgomo Yezilimi lonyaka we-2003),** olubeka ukuthi, "inqubomgomo yokushicilelwa kobuliminingi (okungukuthi umsebenzi, abalaleli kanye nomyalezo) ifanele ilandelwe kulezo zimo ezingadingi ukushicilelwa ngazo zonke izilimi eziyi-11 ezisemthethweni. Kodwa-ke lapho ukusebenza ngempumelelo nangokuzinza kukahulumeni kunoma yiliphi izinga kudinga ukuxhumana okuphelele kwemininingwane, kufanele kushicilelwe ngazo zonke izilimi eziyi-11 ezisemthethweni".

1.2.3 **UMthetho Webhodi Lezilimi LaseNingizimu Afrika, (uMthetho wama-59 wonyaka we-1995),** ohlinzekela ukuqashelwa, ukusetshenziswa kanye nokuqhutshekiswa kobuliminingi kanye nokuthuthukiswa kwezilimi ezazishiywe ngaphandle phambilini.

1.2.4 **UMthetho Wokuqhubekisela Phambili Ukufinyeleleka Kolwazi we-2000 (uMthetho wesi-2 we-2000)** onika amandla wokusebenza kwelungelo lomthethosisekelo ukuthola ulwazi olugcinwe uMbuso kanye noma yiluphi ulwazi olugcinwe unoma ubani okudingeka ukuba lucutshungulwe ekusetshenzisweni noma ekuvikelekeni noma yimaphi amalungelo.

1.2.5 **Imigomo ye-Batho Pele** njengoba iqukethwe umthetho odingidwayo kahulumeni obizwa *"Ukuguqula Ukwethulwa Kwezinsizakalo Zomphakathi"* (1997).

1.2.6 **UMthetho Wokusetshenziswa Kwezilimi Ezisemthethweni (uMthetho we-12 wonyaka we-2012) kanye neZimiso,** ezidinga ukwamukelwa kwenqubomgomo yezilimi ngumnyango kazwelonke, uhlaka lukazwelonke lukahulumeni kanye namabhizinisi kazwelonke kahulumeni.

1.2.7 **UMthetho Wohlaka Lokufaneleka Kwezemfundo (i-NQF) (uMthetho wama-67 wonyaka we-2008),** obeka ukuthi, "Izinhloso ze-NQF zenziwe ukuba zibe negalelo ekuthuthukisweni okuphelele komfundi ngamunye kanye nasekuthuthukisweni kwasenhlalweni nezomnotho kwesizwe sonkana." (Isahluko sesi-5(2)).

1.2.8 **Imihlahlandlela ye-SAQA, "IMihlahlandlela Yokubhala Nokuhlela IsiNgisi Esilula" (2015),** enikeza umhlahlandlela ocacile wokubhala isiNgisi ngendlela eyenza kube lula ukuqonda.

1.3 I-SAQA ithathe isinqumo sokusebenzisa isiNgisi njengolimi lokusebenza nelomsebenzi kanye nokusebenzisa (a) okungenani ulimi olulodwa oluvela eqoqweni lwesiNguni njengesiZulu, (c) okungenani ulimi olulodwa oluvela eqoqweni lweSesotho njengeSeSotho, (d) i-Xitsonga, (e) i-TshiVenda, kanye (f) nesiBhunu ekuxhumaneni ngomlomo nomphakathi noma nini lapho kungenzeka. Lokhu kufaka ukuhumushela imibhalo yenqubomgomo ye-NQF kuzo zonke izilimi eziyi-11 ezisemthethweni ngesikhathi esithile, ngokusebenzisa abasebenzi bezilimi abafungisiwe (isib. abahumushi nabotoliki). Lokhu kuzokwenziwa kancane kancane kubhekwa amaqoqo ezilimi nezindleko kuze kube yilapho zonke izinqubomgomo ze-NQF zihunyushelwe kuzo zonke izilimi ezisemthethweni. Lesinqumo sithathwe ngomoya obheka izinhloso nemigomo elandelayo kahulumeni waseNingizimu Afrika, okuyisidingo:

1.3.1 sokukhuthaza ubuliminingi phakathi komphakathi waseNingizimu Afrika;

1.3.2 sokusekela futhi kunikezwe ukufinyeleleka okulinganayo kolwazi nezinsizakalo kubo bonke abantu baseNingizimu Afrika kungakhathalekile ukuthi iluphi ulimi, ubuhlanga, inkolo, inkambo yobulili noma inkolelo;

1.3.3 sokuqeda ukushiywa ngaphandle kwezilimi zendabuko zaseNingizimu Afrika;

1.3.4 sokukhuthaza inhlonipho kanye nokuhlonishwa kwamalungelo ezilimi;

1.3.5 sokusebenzisa ulimi olufinyeleleka kubo bonke; kanye

1.3.6 nesokuthuthukisa isiko lobulungiswa bezenhlalo nokubandanyeka.

1.4 Ukuhlanganiswa kwesiNgisi njengolimi olusebenza nsuku zonke e-SAQA, kanye (a) okungenani nolimi olulodwa oluvela eqoqweni lwesiNguni njengesiZulu, (c) okungenani ulimi olulodwa oluvela eqoqweni lweSesotho njengeSeSotho, (d) i-Xitsonga, (e) i-TshiVenda, kanye (f) nesiBhunu ekuxhumaneni ngomlomo nomphakathi noma nini lapho kungenzeka - kanye nokuhumushela kancane kancane kuzo zonke izilimi eziyi-11 ezisemthethweni imibhalo yenqubomgomo ye-NQF, futhi kusetshenziswa abasebenzi bezilimi abafungisiwe (okungabahumushi notoliki), kukhethwe ngalezi zizathu ezilandelayo:

1.4.1 INingizimu Afrika, emazingeni ayo ahlukene naphakeme wezinqubomgomo zezenhlalo nezomnotho, igcizelela ukuthuthukiswa kwayo kanye nokubandakanywa emhlabeni jikelele. Ngakolunye uhlangothi, ukugxila entuthukweni yendawo, kanye nokuqeda ubumpofu nokungalingani kubalulekile enhlalakahleni yabantu ezweni. Ukubandakanywa kweNingizimu Afrika emhlabeni jiekelele nakho kubalulekile kakhulu ukuze kube nokungena Kanye nokuphuma kwempilo ethuthukile ezweni njengoba kudingeka. Ngakolunye uhlangothi, ukusetshenziswa kwezilimi zendabuko kubalulekile ekuthuthukisweni kwangaphakathi kweNingizimu Afrika kanye nasobumbanweni lomphakathi. Ukusetshenziswa kwesiNgisi kubalulekile ekuxhumaniseni iNingizimu Afrika yonkana kanye nomhlaba jikelele, nentuthuko yamazwe omhlaba kanye nentuthuko yezobuchwepheshe.

1.4.2 Isidingo sokuba nefomethi nenqubo egxilile yeziqu ezibhalisiwe neziqu zezifundo ezithile bese kugwema ukudideka nokungazwisisi kahle kwabahlinzeka ngemfundo nokuqeqeshwa, abafundi kanye nomphakathi jikelele.

1.4.3 Isidingo sabaqashi abasemikhakheni wangasese nokahulumeni ukuba baqonde ngokuphelele iziqu zemfundo zalabo abafuna ukuba ngabasebenzi ukuze bakwazi ukuthatha izinqumo ngokufaneleka kwabo emsebenzini. I-NQF nohlelo- lwazi lwayo, iDathabhesi Kazwelonke Yamarekhodi Abafundi (i-NLRD), inolwazi ngesiNgisi olufinyeleleka kuzingxenye ezinentshisekelo emhlabeni jikelele.

1.4.4 I-SAQA incike kuzinsizakusebenza. Kunjalo nje, i-SAQA izibophezele endimeni yayo yobuholi ngokwesimo se-NQF, esifuna ukwenza ukufunda okusezingeni eliphezulu ohlelweni olubandakanyayo lwemfundo, ukuqeqesha, ukuthuthuka nomsebenzi, kufezeke kubo bonke abantu baseNingizimu Afrika. Ngenkathi ukusebenza kwansuku zonke kuzoba ngesiNgisi, izinqubomgomo ze-NQF ezibhekwe i-SAQA zizohunyushelwa kuzo zonke ezinye izilimi ezisemthethweni eziyi-10 kancane kancane. Isibonelo, ngonyaka wokuqala i-SAQA izohumusha izinqubomgomo zayo ezimbili ze-NQF izihumushela ezilimini ezimbili zeqoqo lolimi lwesiNguni nesiSotho. Lokhu kuzolandelwa ukuhunyushelwa kwalezi zinqubomgomo kuTshiVenda, XiTsonga kanye nesiBhunu. Ngonyaka wesithathu zona lezi zinqubomgomo zizohunyushelwa kwezinye izilimi ezimbili eziqhamuka

emaqoqweni amabili amakhulu, okungukuthi, isiNguni nesiSotho. Inqubo izoqhubeka kuze kube yilapho zonke izilimi ezisemthethweni sezihunyushiwe. Le nqubo izothatha iminyaka emine kuya kwemihlanu ukuyiqeda. Njengoba i-SAQA inezinqubomgomo eziyisishiyagalolunye (9) ze-NQF eminye imijikelezo emithathu izodingeka ukuqinisekisa ukuthi zonke izinqubomgomo zihunyushelwa kwezinye izilimi ezisemthethweni eziyi-10 . Lokhu kuzothatha eminye iminyaka eyi-12 ukuya kweyi-15 ukuyiqeda.

1.4.5 Iziqeshana zomsindo oqoshiwe zizokwenziwa ukuba zitholakale ukuze kusizakale imiphakathi yezithulu neyezimpumputhe. I-SAQA izohlinzeka, lapho kunesidingo, izinsizakalo zokutolika/zokuhumusha zabasebenza ngezilimi abafungisiwe kulezi ezinye izilimi ezisemthethweni eziyi-10 zaseNingizimu Afrika, futhi izoqhubeka nokufuna amathuba okusebenzisa nokukhuthaza ukusetshenziswa kwezilimi ezisemthethweni zaseNingizimu Afrika eziyi-11 ngokwesizinda sayo.

1.5 I-SAQA inencwajana yolwazi etholakala ngazo zonke izilimi ezisemthethweni eziyi-11 zaseNingizimu Afrika kuwebhusayithi (website) ye-SAQA enikeza imininingwane ngezinsizakalo ezinikayo. I-SAQA izofuna amathuba ngokuqhubekayo njalo ukwenza ukuba nolunye ulwazi lutholakale ngazo zonke izilimi ezisemthethweni eziyi-11 zaseNingizimu Afrika, lokhu kuzoya ngamandla wesimo sayo sezinsizakusebenza.

1.6 Amalungelo wabantu abakhulumi izilimi zendabuko zaseNingizimu Afrika avikelekelwe njengoba kuyilungelo labo ukuthola imininingwane ye-NQF njengoba i-SAQA iphatha imibuzo yamakhasimende, ngomlomo nangokubhalwe phansi, ngolimi olukhethwe ikhasimende.

## 2. ISIMO SE-SAQA

2.1 I-SAQA iyisazimthetho esasungulwa ngokoMthetho WaseNingizimu Afrika Weziqu Zemfundo wonyaka we-1995 futhi obukhona baso ngokuqhubekayo buqinisekiswa nguMthetho Kazwelonke Weziqu Zemfundo, (uMthetho wama-67 wonyaka we-2008).

2.2 I-SAQA ikhonza ngaphansi ko-Ngqongqoshe Wezemfundo Ephakeme Nokuqeqeshwa.

2.3 I-NQF inguhlelo olukhulu olwaphasiswa nguNgqongqoshe Wezemfundo Ephakeme Nokuqeqesha ukuze:

- Kuhlukaniswe;
- Kubhaliswe
- Kushicilelelwe; futhi
- Iziqu zemfundo eziqinisekisa ikhwalithi zibe nohlelo lwezigaba zokuhambisana.

2.4 Izinhloso ze-NQF zenzelwe ukuba zibe nesandla ekuthuthukisweni okuphelele komfundi ngamunye kanye nasekuthuthukisweni kwasenhlalweni nezomnotho wesizwe sonkana. Izinhloso ze-NQF yilezi ezilandelayo:

2.4.1 ukudala uhlaka olulodwa olubandakanya izimfundo eziphumelelwe;
2.4.2 ukwenza kube lula ukungena kanye nokuphuma, nokuqhubeka ngaphakathi kwezemfundo, ekuqeqeshweni kanye nasemikhakheni yomsebenzi;
2.4.3 ukwenza ngcono ikhwalithi yemfundo nokuqeqeshwa; futhi
2.4.4 ukwenza kusheshe ukulungiswa kwemiphumela yobandlululo lwaphambilini kwezemfundo, ekuqeqeshweni kanye nakumathuba emisebenzi (uMthetho we-NQF, iSahluko sesi-5).

2.5 Izinhloso ze-SAQA yilezi ezilkandelayo:

2.5.1 ukuqhubekisela phambili izinhloso ze-NQF;
2.5.2 ukwengamela nokuqhubekisa okunye ukuthuthukiswa kanye nokusetshenziswa kwe-NQF; futhi
2.5.3 ukuhlelela iZinhlakana ze-NQF (uMthetho we-NQF Act, iSahluko sesi-11).

2.6 I-SAQA ibona i-NQF njengohlaka lokuxhumana, ukuhlela kanye nokubambisana kuyo yonke imfundo, ukuqeqeshwa, ukuthuthukiswa kanye nomsebenzi.

## 3. INDIMA NEMISEBENZI YE-SAQA

Ngaphezu kokufeza izinhloso zayo, i-SAQA ibhekele lokhu okulandelayo:

3.1 Ukweluleka uNgqongqoshe Wezemfundo Ephakeme Nokuqeqeshwa ngemidanti ye-NQF;

3.2 Ukusungula uhlelo lokubambisana oluzohola ubudlelwano phakathi kwe-SAQA kanye neMikhandlu Yekhwalithi (ama-QC (Quality Council));

3.3 Ukuxazulula ukungaboni ngaso linye mayelana nama-QC;

3.4 Ukuthuthukisa, ukushicilela kanye nokuqinisekisa ubumanje nokufaneleka kweZincazelo zamaZinga;

3.5 Ukuthuthukisa inqubomgomo nezinqubo zokuthuthuka, ukubhaliswa kanye nokushicilelwa kweziqu zemfundo kanye nezingxenye zeziqu zemfundo;

3.6 Ukubhalisa iziqu kanye nezingxenye zeziqu zemfundo ezinconywe ama-QC kwi-NQF;

3.7 Ukuthuthukisa inqubomgomo nezinqubo zokuhlola, ukuQashelwa Kwemfundo Yangaphambilini (i-RPL) kanye noKutholwa noKudlulisela Kwamakhredithi (i-CAT);

3.8 Ukuthuthukisa inqubomgomo kanye nenqubo yokuqashelwa kwemigwamanda yolwazi kanye nokubhaliswa kwemisebenzi yolwazi kwi-NQF;

3.9 Ukwazisa kwemigwamanda yolwazi kanye nokubhaliswa izikhundla zemisebenzi yolwazi ku-NQF;

3.10 Ukuxhumana nabalingani bakwamanye amazwe omhlaba ngemidanti yohlaka lweziqu zemfundo nokwazisa ama-QC namanye amaqembu anentshisekelo ngezinqubo zamanye amazwe omhlaba;

3.11 Ukwenza nokugunyaza ucwaningo ngezinto eziphathelene nentuthuko kanye nokusetshenziswa kwe-NQF, kubandakanya ucwaningo lwezikhathi ezithile ngomthelela we-NQF kwezemfundo, ukuqeqeshwa kanye nomsebenzi eNingizimu Afrika - nokushicilela okutholakele;

3.12 Ukugcina uhlelo lukazwelonke lwamarekhodi eziqu zemfundo ezibhalisiwe, izingxenye zeziqu zemfundo ezibhalisiwe, izimpumelelo zabafundi, imigwamanda yolwazi eyaziwayo, izikhundla zemisebenzi yolwazi ezibhalisiwe kanye nolwazi oluhlobene nazo. Lokhu kwenziwa ngokufaka nokungeza nokugcina ulwazi kwiDathabhesi Kazwelonke Yamarekhodi Abafundi;

3.13 Ukunikeza usizo lokuhlola nokululeka kweziqu zemfundo zakwamanye amazwe; futhi

3.14 Ukwazisa umphakathi nge-NQF.

## 4. UHLOBO LWEZINSIZAKALO EZIHLINZEKWA YI-SAQA

I-SAQA ihlinzeka iphinde isekele ngokuqhubekayo kubafundi, kubahlinzeki bemfundo nokuqeqeshwa kanye nakumphakathi jikelele ulwazi olumayelana neziqu zemfundo ezibhalisiwe kanye nezingxenye zeziqu zemfundo ezibhalisiwe, izifundo eziphothulwe abafundi, imigwamanda yolwazi kanye nezikhundla zolwazi lezemisebenzi, ngeziqu zakwamanye amazwe, ngezinqubo nemikhuba yohlaka lokufaneleka kwezemfundo kumazwe omhlaba, imiphumela yocwaningo oluhlobene ne-NQF kanye nanoma imiphi eminye imidanti ehlobene nemfundo nokuqeqeshwa. Lezi zinsizakalo zibandakanya okulandelayo:

4.1 **Ukuhlola iziqu zemfundo zakwamanye amazwe**

Le nsebenziso ingeyabantu ngamunye abaneziqu zemfundo zakwamanye amazwe abafisa ukubhalisela ukufunda esikhungweni esiseNingizimu Afrika kanye/noma abafisa ukufaka isicelo somsebenzi, samavisa/izimvume zokufunda kanye/noma ukuhlala. Imibhalo yabo yeziqu zemfundo ivame ukuba ngolimi lwamazwe

angaphandle oludinga ikhono lokufunda lezi zilimi noma amathulusi adingekayo okwenza kanjalo. Ngakho-ke, abafakizicelo bayacelwa ukuthi bathumele ukuhunyushwa okuyikhwalithi kanye neziqu zemfundo ngezilimi zakwamanye amazwe. Ukuxhumana namakhasimende kungolimi lwesiNgisi, njengoba kuwulimi olukhethiweyo ezindaweni zokusebenza. I-SAQA iqasha abanye abasebenzi abanekhono lokusebenzisa izilimi zakwamanye amazwe futhi lapho kungenzeka, abasebenzi be-SAQA bazoxhumana nabangaphandle ngezilimi zabo. Imibhalo nolwazi le-SAQA, kubandakanya izinsizakusebenza, izinqubomgomo, imihlahlandlela kanye neZitifiketi Zokuhlola, kutholakala ngesiNgisi.

4.2 **Ukuqinisekisa iziqu zabafundi baseNingizimu Afrika kanye nokukhishwa kwezitifiketi zokuzithola**

Izitifiketi zikhishwa ngesiNgisi, kepha imibuzo, okufanele itholwe ngokubhaliwe, ingenziwa nganoma yiziphi izilimi ezisemthethweni zaseNingizimu Afrika

4.3 **Ukuqinisekisa ubuqiniso beziqu okwenzelwa abaqashi kanye nezikhungo zokufunda**

Lolu sizo luhlinzekwa ukuvikela ukwethulwa kweziqu ezingezona ezifanele noma iziqu ezinikezwa yizikhungo ezingagunyaziwe. Izicelo zifanele zibhalwe phansi futhi zingenziwa nganoma yiziphi izilimi ezisemthethweni zaseNingizimu Afrika. Izitatimende zobuqiniso zikhishwa ngesiNgisi njengoba lolu kuwulimi oluvunyelwe jikelele kuhulumeni nakumabhizinisi eNingizimu Afrika

4.4 **Ukubhalisa iziqu kanye nezingxenye zeziqu zemfundo kwi-NQF**

Iziqu kanye nezingxenye zeziqu zemfundo zithunyelwa kwa-SAQA ukuba zibhaliswe kwi-NQF, ngesiNgisi, yiMikhandlu Yekhwalithi emithathu. Ukuxhumana (okubhaliwe futhi nokomlomo) maqondana neziqu noma nezingxenye zeziqu zemfundo ezifakwe yiMikhandlu Yekhwalithi kuba ngolimi lwesiNgisi njengoba lolu kuwulimi oluvunyelwe jikelele kuhulumeni lokusebenza eNingizimu Afrika.

4.5 **Ukwazisa iMigwamanda Yolwazi kanye nokubhalisa iZikhundla Zemisebenzi ku-NQF**

Konke ukuxhumana nemigwamanda yolwazi maqondana nokwaziswa kanye nokubhaliswa kwezikhundla zemisebenzi kwenziwa ngesiNgisi njengoba lolu kuwulimi oluvunyelwe jikelele kuhulumeni lokusebenza eNingizimu Afrika. Lokhu kufaka phakathi izicelo zokwaziswa kanye nokubhaliswa, izitifiketi ezihambisanayo nakho ezinikezwe imigwamanda yolwazi, ukuvakashela iziza, ukuvakasha kokuqapha, imibiko yokuhlola kanye nemibuzo.

4.6 **Ukugcinwa kweDathabhesi Kazwelonke Yamarekhodi Abafundi (i-NLRD)**

Umphakathi jikelele ufinyelela ngamakhompiyutha kumadathabhesi weziqu zemfundo kanye nakuzingxenye zeziqu ezibhalisiwe, kumigwamanda yolwazi eyaziwayo, kwizikhundla zemisebenzi kanye nakwimininingwane ehlobene nayo etholakala kwi-NLRD ngewebhusayithi ye-SAQA. Amakhasimende angabuza nge-

imeyili, ngefeksi, ngokubhala phansi noma ngocingo ngolwazi olumayelana ne-NLRD. Amarejista e-NLRD agcinwe ngesiNgisi ukuze kuqinisekiswe ukuvumelana kwamagama kanye nokuqonda futhi nangesizathu sokuthi ulimi lokusebenza isiNgisi. I NLRD newebhusayithi ye-SAQA isetshenziswa amazwe angaphandle kanye nawumphakathi waseNingizimu Afrika. Imibuzo ethunyelwa kwi-SAQA ingaba nganoma yiziphi izilimi ezisemthethweni zaseNingizimu Afrika futhi izimpendulo zizonikezwa ngolimi olufanayo, ngaphandle kwalapho impendulo izosetshenziswa esimweni lapho kudingeka khona isiNgisi.

4.7 **Ukwakhiwa kwezinqubomgomo ze-NQF**

I-SAQA kudingeka ukuba yakhe, yengamele ukusetshenziswa kanye nokugcinwa kwezinqubomgomo ezikhona zamanje ezihlobene ne-NQF ezifana neZincazelo Zamazinga e-NQF, nezinqubomgomo zikazwelonke kanye nezindlela ezisetshenziswa ngayo okuyilezi; ukubhalisa iziqu kanye nezingxenye zeziqu zemfundo kwi-NQF; ukubona imigwamanda yobungcweti kanye nokubhalisa iziqu zemikhakha yolwazi; ukusetshenziswa kwe-RPL; ukusetshenziswa kwe-CAT; ukukwakha nokusebenzisa ukuhlola; ukuhlola iziqu zakwamanye amazwe; kanye nokwethulwa okungekona kweziqu nolwazi oluhlobene nakho, kanye nokunye. Ukwakhiwa kwezinqubomgomo kufanelwe kwenziwe ngokubonisana futhi kwezinye izimo ngemuva kokubonisana nemiMkhandlu Wekhwalithi. Imihlangano futhi nomsebenzi wokwakha izinqubomgomo kwenziwa ngesiNgisi njengolimi lokusebenza, futhi izinqubomgomo zishicilelwa kwigazethi kahulumeni, nangohlobo oluyiphepha, ngesiNgisi. Umphumela omkhulu wezinqubomgomo ze-NQF uzohunyushelwa kuzo zonke izilimi eziyi-10 zaseNingizimu Afrika ezisemthethweni, futhi uzokwenziwa ukuba utholakale kwiwebhusayithi yakwa-SAQA.

4.8 **Ukwazisa umphakathi nge-NQF**

I-SAQA yenza imikhankaso eminingi ukwazisa umphakathi nge-NQF kanye nokuxhasa i-NQF. Lokhu kufaka phakathi imihlangano yokucobelelana ngolwazi, imihlangano yokwaziswa, ukusingathwa kwezingqungquthela, ukwakhiwa kwezincwajana kanye namapheshana ashicilelwe, ukufaka imininingwane efanele kwabezindaba kanye nakuzizinda zemiphakathi zokuxhumana nangokuphrinta kanye nokubamba iqhaza ezingqungqutheleni nasemihlanganweni yokucobelelana ngolwazi kwezinye izinhlangano lapho imenyiwe. Izinqubomgomo ezibalulekile ze-NQF zizokwenziwa ukuba zitholakale kancane kancane ngazo zonke izilimi eziyi-11 ezisemthethweni. Iningi lokunye okushicilelwe kanye nolwazi olujwayelekile lwe-NQF luyatholakala ngesiNgisi. Kodwa-ke, lapho i-SAQA ibamba iqhaza emicimbini yokuzazisa emphakathoini neyokunikeza ngolwazi efana nemibukiso yemisebenzi, ukusakaza emsakazweni nakumabonakude, nokusakaza kwedijithali lapho i-SAQA ixhumana namaqembu ahlukahlukene abantu ngobuningi, i-SAQA izoqinisekisa ukuthi ukuxhumana ngomlomo (a) kungesiNgisi, (b) okungenani ngolimi olulodwa oluvela eqoqweni lwesiNguni njengesiZulu, (c) okungenani ngolimi olulodwa oluvela eqoqweni lweSesotho njengeSeSotho, (d) nge-Xitsonga, (e) nge-TshiVenda, kanye (f) ngesiBhunu futhi (g) ngolimi lwezandla, njengokufanele futhi okukhonekayo kuleso simo.

4.9 **Ukuphathwa kwemibuzo ehlobene ne-NQF evela emphakathini jikelele**
I-SAQA ithola imibuzo nsuku zonke evela emphakathini jikelele mayelana nemidanti ehlobene ne-NQF. Imibuzo yamukelwa ngokubhalwe phansi nge-imeyili, ngefeksi nangocingo. Amanye amakhasimende eza mathupha emahhovisi e-SAQA. Yize imibuzo eminingi ibuzwa ngesiNgisi, izimpendulo zinikezwa ngezinye izilimi imibuzo ethunyelwe ngazo kwa-SAQA. Lapho kunesidingo, i-SAQA izohlinzeka ngezinsizakalo zabasebenza ngezilimi abafungisiwe.

## 5. IZIFUNDA NOMA IZINDAWO ZOKUMA KWEZWE LAPHO I-SAQA IHLINZEKA IZINSIZAKALO

I-SAQA itholakala ePitoli, kepha njengoba kudingeka, ihlinzeka izinsizakalo zayo ezweni lonke nasemazweni angaphandle. Izinsizakalo zihlinzekwa futhi imibuzo iphendulwe ubuso nobuso kwa-SAQA noma ngocingo, ngefeksi, nge-imeyili, ngezizinda zokuxhumana zomphakathi, ngezincwadi, ngemibiko kanye nezitifiketi eziya kumakhasimende angakwazi ukuziyela mathupha kwa-SAQA.

## 6. IZILIMI EZISEMTHETHWENI KWA-SAQA

I-SAQA isebenzisa isiNgisi njengolimi lokuxhumana kukho konke ukusebenza kwayo kwansuku zonke. Kodwa-ke, isiNgisi sisetshenziswa ngokuhlangana (a) okungenani nolimi olulodwa oluvela eqoqweni lwesiNguni njengesiZulu, (c) okungenani ulimi olulodwa oluvela eqoqweni lweSesotho njengeSeSotho, (d) i-Xitsonga, (e) i-TshiVenda, kanye (f) nesiBhunu ekuxhumaneni ngomlomo nomphakathi noma nini lapho kungenzeka. Okwenziwa yi-SAQA lapho isebenzisa isiNgisi kubandakanya:

- Yonke imihlangano, amawekhishophu kanye nezingqungquthela ngaphakathi kwa-SAQA kanye neyomphakathi jikelele;
- Uhlelo lomsebenzi womhlangano namaminithi kanye namarekhodi emihlangano;
- Ukushicilelwa, isib. izinqubomgomo, izindlela zokwenza nemihlahlandlela kanye nokutholwe kucwaningo;
- Umbiko Wonyaka Obandakanyayo we-SAQA;
- Ukuxhumana kwi-intranet yakwa-SAQA;
- I-NLRD nezinye izinhlelo zolwazi ezisetshenziselwa ukuphatha ulwazi lwe-NQF;
- Ukuxhumana noNgqongqoshe woMnyango Wezemfundo Ephakeme Nokuqeqeshwa kanye noMnyango Wezemfundo Ephakeme Nokuqeqesha;
- Ukuxhumana neminye iminyango kahulumeni;
- Ukugcwaliswa kwamafomu asemthethweni;
- Izikhangiso zezikhala zemisebenzi zakwa-SAQA kwabezindaba;
- Izaziso kwiGazethi Kahulumeni;
- Izitifiketi zokuhlola, zokuqinisekiswa, zokubhaliswa nokuqashelwa;

- Amacala okuqondiswa kwezigwegwe; kanye
- Izimpawu ezisemthethweni esakhiweni sakwa-SAQA ezihlonza izindawo nezinsizakalo.

**Kodwa-ke, lapho ukuxhumana kuqalwe yikhasimende ngolunye lwezilimi ezisemthethweni zaseNingizimu Afrika noma umuntu ongasazi kahle isiNgisi nalapho ukusetshenziswa kwesiNgisi kuzoholela ekungaqondini noma ekudidekeni, kusetshenziswa ulimi lwekhasimende . Ngaphezu kwalokho, imizamo eqhubekayo yokusebenzisa izilimi ezisemthethweni zaseNingizimu Afrika eziyi-11 kuwebhusayithi yakwa-SAQA, kanye neziqeshana zeBreyili/ zomsindo oqoshiweyo, lapho kungenzeka, izokwenziwa.**

## 7. UKUXHUMANA NAMALUNGU OMPHAKATHI OLIMI LWAWO LOKUZIKHETHELA KUNGESONA ISINGISI

I-SAQA ixhumana namalungu omphakathi olimi lwawo lokuzikhethela kungesona isiNgisi ngalendlela elandelayo:

7.1 Imibuzo ebhalwe phansi (amafeksi, izincwadi kanye nama-imeyili) ngolimi olungelona isiNgisi idluliselwa kumalungu abasebenzi anolwazi lolimi olusetshenziswe, bese babhala impendulo ezohlolwa ihlolelwe ukufaneleka nokuhlaba emhlolweni ngokwamazinga amisiwe. Uma lelo lunga lomsebenzi lingakwazi ukuphendula umbuzo, usizo luzonikezwa ukulungisa impendulo efanele ebe isihunyushelwa olimini lombuzo, ngumhumushi ofungisiwe. Impendulo ihlolwa yilungu lomsebenzi olwazi kahle ulimi futhi luhlolwe amaphutha ngokufaneleka nokuhlaba emhlolweni ngokwamazinga amisiwe. Yize ngesinye isikhathi izinsizakalo zabahumushi abafungisiwe zizotholwa, i-SAQA izogqugquzela abasebenzi ukuba bazinikele ekufundeni nasentuthukweni edingekayo ukuba babe ngabahumushi abafungisiwe.

7.2 Izicelo ezibhaliwe ngolunye ulimi ngaphandle kwesiNgisi zokuqinisekiswa, zezitifiketi, nezinye kubhekwana nazo njengasephuzwini 7.1 ngenhla. Kodwa-ke, izitifiketi/izitatimende zikhishwa ngesiNgisi bese zihambisana nencwadi ngolimi lwekhasimende echaza okuqukethwe yisitifiketi kanye nesizathu sokusikhipha ngesiNgisi. Ukuhlolwa okujwayelekile kokufaneleka kolwazi kwenziwa ngokwamazinga amisiwe, ngabahumushi abafungisiwe. Izitifiketi nezitatimende zikhishwa ngesiNgisi njengoba lolo kuwulimi lukahulumeni nelokusebenza eNingizimu Afrika.

7.3 Izicelo zomlomo (ngocingo kanye nezamakhasimende afika buthupha) ngolimi olungelona isiNgisi zizodluliselwa kumalungu abasebenzi anolwazi lolimi olusetshenziswe, futhi azonikeza ulwazi ngolimi lwekhasimende. Ezimweni lapho ukuhumusha/ukutolika kudingeka ilunga lomsebenzi elikwazi ukunikeza ulwazi oludingekayo lizosebenza ngombuzo futhi lisize ikhasimende ekuphenduleni umbuzo ngosizo lomhumushi ofungisiwe. Lapho engekho umsebenzi osebenza kwa-SAQA

owazi ulimi lokusiza ikhasimende, ikhasimende licelwa ukuba libuye kwa-SAQA ngesikhathi esinqunyiwe (kungakapheli izinsuku eziyisikhombisa zokusebenza) ukuba lize emhlanganweni nomhumushi ofungisiwe. I-SAQA izohlela ukuthi kube notoliki ofanele.

7.4 Uma ikhasimende elinenkinga yokungezwa iya kwa-SAQA ngombuzo futhi kungekho isisebenzi sakwa-SAQA esinolwazi lolimini lwezandla, ikhasimende licelwa ukuba:

7.4.1 Lifake umbuzo ngokubhalwe phansi, linikezwe nempendulo ebhalwe phansi ngenkathi ikhasimende likhona; noma

7.4.2 Lize emhlanganweni notoliki wayo wolimi lwezandla ngesikhathi esimisiwe; noma

7.4.3 Livumele i-SAQA ukuba ithole izinsizakalo zotoliki wolimi lwezandla zomhlangano ngesikhathi esimisiwe.

**Imihlangano elandelayo kuzo zonke izimo izohlelwa kungakapheli izinsuku eziyisikhombisa zokusebenza ikhasimende lize kwa-SAQA nombuzo.**

## 8. UKUFINYELELA KWINQUBOMGOMO YEZILIMI YAKWA-SAQA NGAMALUNGU OMPHAKATHI

8.1 Inqubomgomo Yezilimi Yakwa-SAQA izotholakala ngazo zonke izilimi eziyi-11 ezisemthethweni zaseNingizimu Afrika kuwebhusayithi yakwa-SAQA.

8.2 Izicelo zekhophi eyiphepha yeNqubomgomo Yezilimi zingenziwa kwa-SAQA ngokubhalwe phansi, ngocingo noma mathupha. Amakhophi eNqubomgomo anganikezaw akhasimende noma athunyelwe kuwo.

8.3 Abantu abenza izicelo ngocingo bazodluliselwa kuqala kuwebhusayithi yakwa-SAQA, kodwa banganikezwa ikhophi eyiphepha uma beyicela.

8.4 Imibhalo yakwa-SAQA ingeke itholakale ngeBhreyili ngenxa yezindleko ezinkulu zokukhiqiza futhi izicelo zibembalwa kakhulu zohlobo lweBhreyili ezitholakale esikhathini esedlule. Imizamo izokwenziwa yokwenza iziqeshana eziqophiwe (ezilalelwayo) lapho kungenzeka ngokwengqikithi yomthombo wokuqukethwe.

## 9. INDLELA YOKUKHALAZA

9.1 Nanoma yimuphi umuntu (kungaba yilungu lomsebenzi lakwa-SAQA noma ilungu lomphakathi) onganelisekile ngokusetshenziswa kwezilimi ezisemthethweni yi-SAQA angafaka isikhalazo nganoma yiziphi izilimi eziyi-11 ezisemthethweni zaseNingizimu Afrika. Isikhalazo sifanele sibhalwe phansi. Igama, ikheli kanye

nemininingwane yokuxhumana yomfakisikhalazo, kanye nemininingwane ephelele yesikhalazo ifanele inikezwe. Isikhalazo esinjengalesi sifanele:

- Sithunyelwe ekhelini lika-CEO we-SAQA:
- Singalethwa ngesandla kwa-SAQA, noma sithunyelwe nge-imeyili ku-CEO we-SAQA noma sithunyelwe ngeposi elibhaliswayo ekhelini leposi lakwa-SAQA; futhi
- Sifakwe kungakapheli izinyanga ezi-3 kusukela ekuveleni kwesikhalazo.

9.2 U-CEO wakwa-SAQA uzovuma ukutholwa kwesikhalazo kungakapheli amahora angama-48 sitholakele.

9.3 U-CEO wakwa-SAQA angacela umfakisikhalazo ukuba:

- Alethe olunye ulwazi oluzosiza ekuphenyweni kwesikhalazo; futhi
- 
- Ahlele umhlangano wokuphenya isikhalazo ngomlomo.

9.4 U-CEO wakwa-SAQA ufanele, kungakapheli izinyanga ezintathu kutholwe isikhalazo:

- Acubungule isikhalazo, enze uphenyo oludingekayo futhi athathe isinqumo ngesikhalazo; futhi
- Azise umfakisikhalazo ngokubhalwe phansi ngesinqumo.

**Imininingwane yokuxhumana nehhovisi lakwa-SAQA**

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9.5 Umfakisikhalazo onganelisekile ngesinqumo sika-CEO wakwa-SAQA angafaka isikhalazo kuNgqongqoshe Wezemfundo Ephakeme Nokuqeqeshwa.

9.6 Isikhalazo sifanele sibhalwe phansi, nganoma yiziphi izilimi eziyi-11 ezisemthethweni zaseNingizimu Afrika. Igama, ikheli kanye nemininingwane yokuxhumana yomuntu okhalazayo kanye nemininingwane ephelele yesikhalazo kufanele kunikezwe. Isikhalazo esinjengalesi sifanele:

- Sithunyelwe ngekheli kuNgqongqoshe Wezemfundo Ephakeme Nokuqeqeshwa;
- Singalethwa ngesandla eHhovisi Likangqongqoshe Womnyango Wezemfundo Ephakeme Nokuqeqesha noma sithunyelwe ngeposi elibhalisiwe ekhelini leposi likaNgqongqoshe Wezemfundo Ephakeme Nokuqeqesha; futhi
- Sifakwe kungakapheli inyanga e-1 ngemuva kokutholwa kwesinqumo sika-CEO we-SAQA ngumfakisikhalazo.

9.7 UNgqongqoshe Wezemfundo Ephakeme Nokuqeqeshwa, ngokweZimiso, ufanele:

- Acubungule isikhalazo bese ethatha isinqumo; futhi
- Azise umfakisikhalazo ngokubhalwe phansi ngesinqumo.

**Imininingwane yokuxhumana kaNgqongqoshe Wezemfundo Ephakeme Nokuqeqeshwa**

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## 10. UKUKHULULWA EKWAKHENI UPHIKO LWENQUBOMGOMO YEZILIMI

UNgqongqoshe Wezobuciko Namasiko ngokwesahluko se-12 (1) soMthetho Wezokusetshenziswa Kwezilimi Ezisemthethweni we-12 wonyaka we-2012 unikeze imvume yokukhululwa kwe-SAQA, ngokuyingxenye, ekwakheni uphiko lweNqubomgomo Yezilimi. I-SAQA izonika umsebenzi osezingeni eliphakeme umsebenzi wokwenza imisebenzi yoPhiko Lwezilimi. Imisebenzi yeSikhulu Sezilimi sakwa-SAQA izokwenziwa ngokwephrothokholi yokuqinisekiswa okukhulu kwekhwalithi.

## 11. UKWETHULWA KWEMIBIKO YONYAKA

I-SAQA njalo ngonyaka, futhi kungakapheli izinyanga ezi-3 zokuphela konyakazimali, izothula umbiko kuNgqongqoshe Wezobuciko Namasiko kanye nakwiBhodi Yezilimi Zaseningizimu Afrika. Lo mbiko uzobandakanya imininingwane:

11.1 Ngokusetshenziswa kweNqubomgomo Yezilimi yakwa-SAQA;
11.2 Nanoma yiziphi izikhalazo ezitholakele ngokusetshenziswa kwezilimi ezisemthethweni kwa-SAQA nangezindlela lezi zikhalazo ezadingidwa ngazo; futhi
11.3 Noma yiluphi olunye udaba uNgqongqoshe angalumisa.