

## UHlelo LoLimi LweNyuvesi YaKwaZulu-Natali

(Iwagunyazwa yiZigele mhla zi-2 kuNcwaba 2006, lwabukezwa ngezi-2014)

Uhlelo LoLimi Olubukeziwe (2014)	Obhekene nokwenziwa komsebenzi
<p><b>Isingeniso</b></p> <p>Inhloso yoHlelo loLimi ukubeka imininingwane mayelana nokwenziwa kokuqokethwe yiNqubomgomo yoLimi YeNyuvesi eyabekwa yiNyuvesi yaKwaZulu-Natali ngonyaka wezi-2006, lwabukezwa ngezi-2014<sup>1</sup>. Le nqubomgomo izoqala ukusetshenziswa ngokwezigaba ezimbili. <b>IsiGaba 1</b>, esizoqala ngonyaka wezi-<b>2015-2019</b> esihlose ukusungula isisekelo nesimo esihambelana nokugqugquzelwa kanye nokuqhutshezwa <b>kweziGaba 2</b> esizosebenza kusukela ngonyaka wezi-<b>2020-2030</b>.</p> <p>UHlelo loLimi liwumhlahlandlela walezi zigaba ezimbili. Luphinde luthinte udaba lokuhlinzekwa nokuqashwa kwesabelo sezimali nokunye okudingakalayo ukuze iNqubomgomo yoLimi yeNyuvesi isebenze ngendlela efanele.</p> <p>UHlelo loLimi lwakhelwe ukulekelela ekulinganisweni kwenqubekela phambili ekhona ekufezweni kokuphokophelwe ngeNqubomgomo yoLimi.</p> <p><b>1. Ukufezwa Kwezidingo (Isigaba 1)</b></p> <p>1.1 Kuzokwenziwa uphenyo mayelana nolimi lwesiZulu ukuze kutholakale isibalo sabasebenzi esilimimbili kubonakale ukuthi iNyuvesi isesimweni esifanele yini sokumelana nokuyizidingo zoHlelo LoLimi. Imininingwane mayelana nekhono labasebenzi lokusebenzisa izilimi iyogcinwa yiNyuvesi eMnyangweni Wezabantu.</p> <p>1.2 Ukuthuthukiswa kwesiZulu kumele kube umsebenzi weKolishi LezesiNtu.</p> <p>1.3 AbayiziNhloko zeminyango yezokuFunda neyokuPhatha bazobhekana nomsebenzi wokuthi abasebenza ngaphansi kwabo basebenze ngokuhambelana noHlelo loLimi. Umnyango ngamunye uzokhetha ozoba ngumxhumanisi kwezolimi ozokwelekelela ekuqhutshweni kokusebenza, nokuqashelwa kokusebenza kwaloluHlelo.</p> <p>1.4 INyuvesi izogqugquzela yonke iminyango ukuthi isekele izidingo zokuqeqeshwa zabasebenzi abaxhumana ngandlela thize nomphakathi kanye nabafundi abakhuluma isiZulu, ngokubakhokhela imali yokufunda</p>	<p>uMqondisi: ULPDO; uMqondisi Olawulayo: HR</p> <p>D&amp;HOSs: Ezemfundo &amp; Ubuciko;</p> <p>Ds&amp;HOSs; CDPS; EMC</p>

<sup>1</sup> INqubomgomo NoHlelo LoLimi LweNyuvesi Iwagunyazwa yiZigele zi-2 kuNcwaba 2006, lwabukezwa ngezi-2014).

<p>izifundo ezihlinzekwa yiNyuvesi nokukhulula abasebenzi ukuze bayofunda lezi zifundo. INyuvesi izophinde igqugquzele abasebenzi ukuthi bafunde lezi zifundo ngokuzikhethela.</p>	<p>D&amp;HOSs; CDPS; EMC</p>
<p><b>2. Amazingabunjalo</b></p> <p>INyuvesi izibophezele ekwenzeni imisebenzi yayo ngezinga eliphezulu ngokufanayo ngesiZulu nesiNgisi. INyuvesi izohlela, yazise iphinde iqaphe amazinga okusizwa komphakathi ngesiZulu..</p>	<p>ULB</p>
<p><b>3. Ukusebenza Nompakathi (Isigaba 1)</b></p> <p><b>3.1 Ukuxhumana nomphakathi ngokubhala</b></p> <p>3.1.1 INyuvesi iyayamukela imibhalo ebhalwe ngesiZulu futhi iyazibophezela ekuqinisekiseni ukuthi izincwadi ezibhalelwe iNyuvesi ngesiZulu ziyophendulwa ngesiZulu.</p> <p>3.1.2 Imibhalo ekhiqizwe ngaphakathi kwesikhungo nezincwadi ezijwayelekile ezithunyelwa emphakathini jikelele wakwaZulu-Natali ziyobhalwa ngesiNgisi nesiZulu. Iminyango iyokwelulekwa mayelana nesidingo sokuthi imibhalo ekhiqizwe ngaphakathi kwesikhungo nezincwadi ezijwayelekile ezithunyelwa emphakathini zibe zilimimbili. Uma umfundi ezwakalise uthando lokubhalelwa izincwadi zeposi ngesiZulu, incwadi leyo iyobhalwa ngesiZulu.</p> <p><b>3.2 Ukuxhumana nomphakathi ngocingo</b></p> <p>3.2.1 INyuvesi iyazamukela izingcingo ngolimi lwesiZulu futhi izokwandisa ukusebenza ngalendlela. Izingcingo ziyodluliswa ziphinde ziphendulwe ngendlela esekela ubulimimbili.</p> <p>3.2.2 Kuzosungulwa futhi kukhangiswe ngolayini oyisipesheli wokuphendula imibuzo ebuzwa ngolimi lwesiZulu.</p> <p><b>3.3 Imihlangano nokuxhumana nomphakathi</b></p> <p>3.3.1 Izaziso zemihlangano yomphakathi ziyocacisa ukuthi abasemhlanganweni bavumelekile ukukhuluma ngesiNgisi nesiZulu.</p> <p>3.3.2 Uma kunesidingo, iNyuvesi iyohlinzeka ngotolika besiZulu nesiNgisi emihlanganweni yomphakathi.</p> <p>3.3.3 Imicimbi yokwethweswa kweziqo izosebenzisa isiZulu nesiNgisi.</p>	<p>Bonke abaphathi beNyuvesi, I-ULPDO izokwelekelela.</p> <p>ED:CR; Rejistra</p> <p>ED:CR; ICS; CDPS</p> <p>ED:CR; ICS</p> <p>Rejistra; CDPS</p> <p>Rejistra; ED:CR</p> <p>Rejistra; ED:CR</p>
<p><b>4. Okushicilelwayo (Isigaba 1)</b></p>	

<p>4.1 INyuvesi iyokhiqiza imibhalo esatshalaliswa kabanzi ngesiNgisi nesiZulu. Izilimi zombili ziyosetshenziswa ngendlela elinganayo ngokohlelombhalo, ubude bombhalo, ikhwalithi, ukufundeka, nokugqama. Imibhalo yomibili iyoshicilelwa kanyekanye futhi iyotholakala ngendlela efanayo.</p> <p>4.2 Incwadimdanti Yabafundi yaseNyuvesi nayo yonke imibhalo yokukhangisa ngesikhungo izokhiqizwa ngesiZulu kwabaneziq nabangenaziq.</p> <p>4.3 Imibhalo ebhekiswe ezingxenyeni ezithize noma eqoqweni elithize labafundi, isinqumo mayelana nolimi oluzosetshenziswa siyoncika kokuqukethwe umbhalo, izindleko nokukhiqizwa kombhalo, abafundi bawo, nezinga lokuthinteka kwabakhuluma isiZulu. Isinqumo salolu hlobo siyothathwa ngokuhlanganyela neBhodi yezilimi yeNyuvesi.</p> <p>4.4 Njalo emva kweminyaka emithathu kuyobukezwa ukuhlinzekwa kwemibhalo ngesiNgisi nesiZulu eNyuvesi jikelele futhi kuphinde kuhlelwe kabusha uma kunesidingo.</p>	<p>ED:CR; CDPS</p> <p>Rejistra; ED:CR</p> <p>Rejistra; ED:CR; CDPS</p> <p>EMC; ULB</p>
<p><b>5. Isithombe seNyuvesi YaKwaZulu-Natali Emphakathini (Isigaba 1)</b></p> <p>5.1 Umbono, impokophelo, uhlelomasu neminye imibhalo esemthethweni yeNyuvesi kuyotholakala ngesiZulu nesiNgisi.</p> <p>5.2 Okusetshenziselwa ukubhala nokuphathelene nakho njengezihloko zefekisi, amapheshana okubhala imilayezo namakhadi angomazisi kuyobhalwa ngezilimi ezimbili ezisetshenziswa ngokulinganayo ngokuzisebenzisa kubhekwe uhlaka, usayizi, ukufundeka nokugqama. Ulwazi olushicilelwe olusemapheshaneni asemthethweni eNyuvesi nezinye izinto eziphathelene nalokhu ziyobhalwa ngezilimi ezimbili.</p> <p>5.3 Izaziso eziya kwabezindaba ziyothunyelwa ngesiNgisi nesiZulu.</p> <p>5.4 Izikhangiso neminye imisebenzi yokwazisa iyokwenziwa ngezilimi ezimbili futhi kubhekwe ukulinga ngokusebenza kwesiZulu nesiNgisi.</p> <p>5.5 Izaziso zomphakathi nezisemthethweni ziyobhalwa ngezilimi ezimbili. Ziyobhalwa ndawonye futhi zilingane ngokohlaka, usayizi, ikhwalithi, ukufundeka nokugqama.</p> <p>5.6 Ukukhangisa ngemisebenzi kuyokwenziwa ngesiZulu nesiNgisi. Lapho ulwazi lokukhuluma isiZulu lubaluleke kakhulu khona, isikhangiso siyokhishwa ngesiZulu kuphela.</p> <p>5.7 Isizindalwazi seNyuvesi siyotholakala ngesiNgisi nesiZulu.</p>	<p>ED: CR</p> <p>ED: HR</p>

<p>5.8 Zonke izimpawu ezisezakhiweni zeNyuvesi ziyobhalwa ngezilimi ezimbili ngaphandle kwezimpawu zokuphepha ezisetshenziswa umhlaba wonke. Usayizi, ikhwalithi, ukufundeka nokugqama kwemibhalo yezimpawu kuyohlonipha umgomo wokulingana phakathi kwezilimi.</p>	
<p><b>6. Ukusebenza KweNqubomgomo Olinini LwezokuFunda NokuFundisa</b></p> <p>6.1 Esigabeni 1, ulimi lokufunda nokufundisa lokuqala kuyoba isiNgisi. Ukusetshenziswa kwesiZulu njengolimi lokufundisa kuyogqugqazelwa kodwa kuyoba ngokubona kweZikole noma kwamaKolishi ngokuhlanganyela neBhodi YeziLimi YeNyuvesi, ngokuncike ezimweni zawo zokufunda nokufundisa. Ukusetshenziswa kwezinye izilimi (ezokufika, ezomdabu, ezasezwenikazi i-Afrika) ziyoqhubeka nokugqugqazelwa isb. Ezifundweni zolimi nalapho zisebenza ekucaciseni okuqukethwe umbhalo wezokufunda.</p> <p>6.2 Ngesigaba 1, abafundi nabasebenzi bazothuthukisa ulwazi lwabo lokuxhumana ngesiZulu nangesiNgisi ngokwanele ukuthi bakwazi ukuxhumana uma kufundwa.</p> <p>6.3 Esigabeni 1, ukuze kusizwe abafundi ekuthuthukiseni ikhono lokuqonda/lokufunda ngesiNgisi nesiZulu njengezilimi zokufundisa ngokwanele ukuthi bakwazi ukuphumelela emikhakheni yezokufunda abazikhethela yona, iNyuvesi iyobahlinzeka ngezifundo zolimi eziholela ekunikezelweni kweziqu nezingezokuthuthukisa ulimi ngaphandle kokuthola iziqu.</p> <p>6.4 Ezigabeni 1 nesesi-2 iNyuvesi iyokhuthaza futhi ilekelele yonke imikhakha yezokufunda ukuba isize abafundi nabasebenzi ukuze bathuthukise amakhono afanele okubhala ngesiNgisi nangesiZulu. Mayelana nalokhu iNyuvesi, Esigabeni 1 sokwenziwa komsebenzi, izohlinzeka ngokuhumusha ngesiZulu ezifundweni zonyaka wokuqala nezokungena eNyuvesi uma:</p> <p>a) Sekukhonjisiwe ukuthi lezi zinsiza ziyalekelela ekuthuthukisweni kwezinga lokufunda ngesiZulu;</p> <p>b) Lezi zinsiza zizothuthukisa amathuba okufinyelela kwabakhuluma ulimi lwesiZulu emibhalweni yokufunda ebhalwe ngolimi lwesiNgisi; futhi kuzogqugqazela ukuthuthukiswa kwemibhalo yokufunda namatemu esiZulu ukuze bakwazi futhi bathuthuke ngolimi lokuqonda izifundo Esigabeni 2 sokuqhutshwa komsebenzi.</p>	
<p><b>7 Ukuhlinzekwa KweMfundo Ngolimi LwesiZulu</b></p> <p><b>7.1 Ukuthuthukiswa Kokuhlinzeka (Isigaba 1)</b></p> <p>7.1.1 Okuhlinzekwa eMkhakheni wesiZulu manje okumbandakanya isiZulu njengesifundo esikhulu; namamojuli</p>	<p>DVCs Amakolishi &amp; AmaDini wonke; ULB; ULPDO</p>

<p>ezokuXhumana ngesiZulu (esiwulimi lwabo nesingelona ulimi lwabo), Ezokufundisa, Ezokubhala, Izinkondlo, nezoMculo kumele zithuthukiswe futhi zisatshalaliswe ukuze kuthuthuke izifundo ZesiZulu (ngokuhambisana nezifundo zesiNgisi).</p>	<p>D&amp;HOSs: Ezobuciko Nezemfundo</p>
<p>7.1.2 INyuvesi izobeka izilinganiso ezahlukene ukuze iqinisekise ukuthi igxile ohlelweni olungaphumelela uma kusetshenziswa iNqubomgomo YoLimi ukuze kuthuthukiswe imfundo kusetshenziswa ulimi lwesiZulu okusekelwe:</p> <ul style="list-style-type: none"> <li>• Ukubalula izindawo ezimqoka lapho kumele isikhungo sihlanganyele khona ekuthuthukiseni ukuhlinzekwa kwezifundo ngesiZulu ngenxa yesidingo esikhona manje noma ngokuzayo; Namasu acacile okuthuthukisa izifundo zamakhono.</li> </ul>	<p>Abamele CMCs; CAABs; ULB &amp; ULB</p>
<p>7.1.3 IBhodi YeziLimi YeNyuvesi iyobukeza iqhinga leKolishi lokufunda, ukufundisa nokuhlola ngolimi lwesiZulu futhi iyokhuthaza iphinde yesekele amaKolishi ekuthuthukiseni lokhu</p>	<p>Abamele CMCs; CAABs; ULB and ULB</p>
<p>7.1.4 AmaKolishi azothuthukisa lezi zingxenye zokufundisa ngolimi lwesiZulu :</p> <ul style="list-style-type: none"> <li>• ukuhlinzekwa kwezifundo ngolimi lwesiZulu ekuqaleni kokufunda kwalabo abangenazo iziqu okuzobe kwenziwa uMkhakha wesizulu</li> <li>• Izifundo ezisezingeni eliphezulu isb. Ezokuhumusha noma ukubhala okuphakeme ngesiZulu</li> <li>• Ukuhlinzeka okuhambelana namakhono okusebenza ngezandla kubafundi abangenaziqo okuhlelwe ngendlela ehehayo eningini futhi noMkhakha ngamunye ukwazi ukuba nezwi kokuphathelene nezifundo zabafundi bayo ngqo. Lokhu kuhlinzekwa kuyothuthukiswa ngendlela enezigaba futhi amathuba okuheha izimali zokuxhaswa zangaphandle kuyobhekisiswa.</li> <li>• Isizulu sabantu abadala okuyizifundo eziyohlinzekwa uma kubonakala kukhona isidingo sazo.</li> </ul>	<p>Abaholi bamakolishi</p>
<p>7.2 AmaKolishi ayoqasha abasizi babafundisi abazofundisa, bathuthukise futhi baxhumanise ukuhlinzekwa kwezifundo ngesiZulu emaKolishi abo okuzobe kwakhela phezu kokuhlinzeka okwenziwa uMkhakha wesizulu futhi besebenzisa nobungoti babasebenzi boMkhakha.</p>	<p>Abaholi bamakolishi</p>
<p>7.2.1 I-ULPDO iyosebenzisana ngokubambisana namaKolishi neziKole futhi iyoba nalemisebenzi ebhekene nayo:</p> <ul style="list-style-type: none"> <li>• Ukusiza/ukuxhumanisa ngokuphathelene nesizulu eNyuvesi yonke,</li> <li>• Ukweseka ukuthuthukiswa nokulondolozwa inqolobanemininingo yamatemu</li> <li>• Ukuhumusha</li> <li>• Ukweseka nokuhlela ukuhlinzekwa kwezifundo ngesiZulu emaKolishi</li> </ul>	<p>ULPDO; Abaholi bamaKolishi neziKole, Izimenenja</p>
<p>7.2.2 INyuvesi izosebenzisana nezinye izikhungo ukuze ikwazi ukutholela abafundi izinsiza zokufunda zesiZulu.</p>	<p>ULPDO</p>

<b>7.3 Izifundo (Isigaba 1 nesesi- 2)</b>		
7.3.1	Kuyoba umsebenzi weziKole namaKolishi ngokubambisana neBhodi YeziLimi YeNyuvesi ukuthatha izinqumo mayelana nokwethulwa kwezifundo ngolimi lwesiZulu. Isinqumo esifana nalesi singancika esibalweni nezidingo zabafundi kanye nabasebenzi nezinsiza ezikhona ukwenza lo msebenzi	CAABs/CMCs: ULB; ULPDO CAABs/CMCs; ULB;ULPDO
7.3.2	INyuvesi iyokhulisa ukungeniswa kwezifundo eziyingxenye yeziqo ezidinga ikhono lokuxhumana ngolimi lwesiZulu nesiNgisi (ezomthetho nezokwelapha) ngokuphuthumayo futhi ithuthukise ukusebenza ngezilimi ezimbili.	
7.3.3	INyuvesi iyokwelula ukuhlinzeka kwayo ukuqeqesha ngolimi lwesiZulu emazingeni aphantsi naphezulu..	CDT&L Namakomidi ezikole ze-T&L
7.3.4	INyuvesi izokhuthaza futhi yesekele ukuthuthukiswa kwezifundo zolimi lwesiZulu emikhakheni ehlukene.	
7.3.5	INyuvesi iyokwelula ukutholakala kwezingxenye zezifundo ezikhona zesiZulu zomsebenzi owethulwayo ngenkulumo nokubhala phansi eziphethwe uMkhakha wesiZulu.	CDT&L Namakomidi ezikole ze-T&L
7.3.6	AmaKolishi ayofaka ezolimi nezamasiko njengengxenye yokuqwashiswa ngakho uma kwenziwa uhlelo lokwamukelwa kwabafundi abasha eNyuvesi.	D&HOS Ezobuciko
<b>7.4 Ezokulekelwa Abafundi (Isigaba 1)</b>		
7.4.1	Abafundi abakhuluma isiZulu bangathola umsizi kathisha okhuluma isiZulu uma befisa kanjalo uma kunothisha abakhuluma isiZulu kuleso sifundo noma kunemali eyanele yokusiza ngalezi zifundo.	D&HOS Ezobuciko
7.4.2	INyuvesi ayivamile ukuba izinhlokhono uma kuhlungelwa ukubhalisa abafundi abasha kodwa izinhlokhono ziyokwenziwa ngesiZulu uma kunabafundi abakhuluma isiZulu, uma kwenzeka.	Amadini
7.4.3	Umnyango WezokweLulekwa Kwabafundi waseNyuvesi usiza abafundi ngokubaluleka ngezihloko ezinhlobonhlobo eziphathelene nezezimali, ezemfundo nezenhlalo jikelele. Izidingo zabafundi zolimi ziyotholakala uma kwenziwa isikhathi nosuku lokubonana futhi abafundi abakhuluma isiZulu bayoba nethuba lokululekwa umeluleki okhuluma isiZulu.	CDT&L
<b>7.5 Ezokuphatha jikelele/ NezasemaKolishi (Isigaba 1)</b>		
7.5.1	Abafundi bayobuzwa uma bebhalisa eNyuvesi ukuthi bafisa ukuthola izincwadi zabo ezivela eNyuvesi ngesiZulu noma ngesiNgisi. Ukuxhumana nabafundi ngemibhalo okumayeana nokubhalisa, ukuhlolwa neminingwane yokwethweswa iziqu kuyoba ngolimi olukhethwe umfundi.	D&HOS; CDPS
7.5.2	Bonke abafundi bayonikwa ithuba lokubhala ukuhlolwa kwabo ngesiZulu ngokungakhethi ukuthi	

<p>izifundo zabo bazenze ngolimi lwesiZulu nokuhambisana nalenqubomgomo, amalungiselelo okuhunyushwa komsebenzi wesikole ohlolwayo, amaphepha okuhlolwa namaphepha ezimpendulo uma bengekho abafundisi abakhuluma isiZulu kulowoMkhakha othintekayo.</p>	<p>CDT&amp;L; CDPS</p>
<p>7.5.3 IKolishi ngalinye liyobhala ibhuku lemininingwane labafundi eliqukethe imininingwane ngezifundo ezifundwa ngesiZulu nokwesekelwa lapho lokhukuhlinzekwa kungatholakali khona noma lapho kubonakala ukuthi kungenzeka futhi kunomqondo. IKolishi liyokwesekelwa umnyango wezobuDlelwano Besikhungo njengengxenywe yokuxhumana kwabo nezikole.</p>	<p>Rejistra; CDPS CDPS</p>
<p>7.5.4 IBhodi YeziLimi YeNyuvesi iyokwenza umsebenzi wokuqapha ukudingeka kokufundiswa ngesiZulu.</p>	
<p><b>7.6 Izinsiza Kwezocwaningo, Ezokufunda Nokufundisa (Isigaba 1)</b></p>	
<p>7.6.1 INyuvesi iyokwakha iKhophasi kazwelonke YesiZulu njengensiza ebalulekile yezokufunda nokufundisa nocwaningo okumbandakanya izichazamazwi, uhlu lwezichasiselo zamagama ayisipesheli nobuChwepheshe BezoLimi.</p>	<p>CDPS: ED:CR</p>
<p>7.6.2 INyuvesi iyokwakha inqolobane yamatemu ezogcina amatemu asegunyaziwe ukuze atholwe kalula yimiKhakha yonke.</p>	<p>ULB</p>
<p>7.6.3 INyuvesi iyosebenzela ukwakha isizinda lapho kuzogcinwa khona imisebenzi yesiZulu enomlando nephathelene namasiko nezepolitiki yaKwaZulu-Natali ukuze isetshenziswe uma kufundwa. Njengengxenywe yokwesekela ukuthuthukiswa kwesiZulu, iNyuvesi iyothola iphinde ihlinzeke ngemisebenzi efanele yesiZulu.</p>	<p>ULB; ULPDO  ULPDO; Abaholi be-CHUM ULB; ULPDO</p>
<p><b>8 Ukwenziwa KoHlelo</b></p>	
<p>I-ULPDO ingumxhumanisi obhekene nokuqhubeka okuwuHlelo ngokwe-ULB, eKolishi ngalinye naseminyangweni eminye. Izinto eziyohlelwa zimbandakanya ukuthuthukiswa kwamatemu nokuhlinzeka ngosizo lokuhumusha kubo bonke abasebenzi nakuyo yonke imiKhakha.</p>	<p>ULB; ULPDO</p>
<p><b>8.1 Ezokuqasha Isigaba 1</b></p>	<p>ED: HR</p>

8.1.1	Ukuze loluHlelo lusebenze kahle, bonke abasebenzi nabafundi baseNyuvesi kumele balulekwe kahle ngalo. IDini eyiNhloko Yesikole iyobhekana nomsebenzi wokuqasha nokuqeqesha ngokwezimiso zaloluHlelo.	D&HOS
8.1.2	IziNhloko zeminyango yezokufunda neyokuphatha bayobhekana nomsebenzi wokuqinisekisa ukuthi abasebenzi babo basebenza ngokuhambelana nezimiso zaloluHlelo. Isikole ngasinye siyodingeka ukuthi siqoke umxhumanisi wezolimi ozolekelela ngokwenziwa kokudingekayo ngokoHlelo esikoleni sabo.	Zonki iziMenenja
8.1.3	Njengesikhungo esilimimbili, iNyuvesi iyazamukela izingcinga zemisebenzi ekhangisiwe ezifakwa abantu abakhuluma isiZulu. Izikhangiso zemisebenzi nezincacelo ngomsebenzi ziyocacisa uma ukukhuluma isiZulu kubalulekile. Lapho ulwazi lokukhuluma isiZulu lubalulekile, izincacelo ziyolungiswa ngokufanele. INyuvesi iyonika ithuba kwabafake izingcinga zemisebenzi ukuba bahlolwe ikhono ngesiNgesi nesiZulu uma umsebenzi ukhangiswe njengodonga ulwazi lokukhuluma isiZulu.	Izimenenja zehhovisi lezabasebenzi
8.1.4	Ukuze loluHlelo luphumelele, kuzofanele iNyuvesi ibe nenani labasebenzi abanekhono lokukhuluma isiZulu elifanele. Imibandela izobekwa ukuze kubonakale imisebenzi lapho kuzodingeka/okumqoka ukuthi ozoqashwa akwazi ukukhuluma isiZulu.	Izimenenja zehhovisi lezabasebenzi
8.1.5	Bonke abasebenzi abasha kuzomele bathole ikhophi yoHlelo LoLimi neNqubomgomo njengengxenywe yabakunikwa uma bamukelwa ngokusemthethweni eNyuvesi.	Izimenenja zehhovisi lezabasebenzi
<b>8.2</b>	<b>Ukuqeqeshelwa umsebenzi wamakhono kwabafundi (Isigaba 1)</b>	CDT&L
8.2.1	Kuyophuthunywa ukuhlinzekwa kwezifundo zolimi kubafundi abafisa ukusebenza ngolimi lwesiZulu emsebenzini abawukhethile.	
8.2.2	INyuvesi izokhulisa ukuhlinzekwa kokuqeqeshelwa ukusebenzisa ulimi lwesiZulu kwabadala kusetshenziswa uhlelo loMkhakha wesizulu waseNyuvesi. Kuyogcizelelwa kakhulu ukuqeqeshelwa ukusebenzisa ulimi lwesiZulu emaqoqweni ahlukene abafundi bezifundo zezandla.	
<b>8.3</b>	<b>Izinhlelo zezokuphatha</b>	ULB; ULPDO
8.3.1	Loluhlelo lwagunyazwa yiZigele ngakho lunegunya eligcwele leNyuvesi ekusetshenzisweni kwalo. Umsebenzi wokuqinisekiswa ukufezwa kwalolu Hlelo ubhekene noSekelashansela weNyuvesi onikezele lomsebenzi kwi-ULB.	
8.3.2	IBhodi YeziLimi YeNyuvesi iyonikezwa umsebenzi wokuxhumanisa ukuhlinzekwa kwesiZulu eNyuvesi.	
8.3.3	Iziphakamiso mayelana nokuthuthukiswa kwalolu Hlelo kuyomele zithunyelwe ekuqaleni kwi-ULPDO bese	

<p>kuthi ezinkulu zidluliselwe kwiBhodi Yezilimi YeNyuvesi ukuze izicubungule.</p>	
<p>8.3.4 Okwenziwa yi-ULPDO kumbandakanya ukuhlinzeka ngosizo lokuhumusha imibhalo egunyaziwe etholakala kuyona yonke imikhakha. Abahumushi abazosetshenziswa yiNyuvesi kuyoba ngabasezingeni eliphezulu ukuze kwenziwe umsebenzi oseziningeni eliphezulu. Izeluleko mayelana nenqubo yokuhumusha iyotholakala kwi-ULPDO.</p>	
<p>8.3.5 I-ULB ne-ULPDO ziyonika abasebenzi umhlahlandlela ojulile mayelana nokusetshenziswa kwesiZulu esikhungweni, kanye nezeluleko ngokusebenza kwaloluHlelo.</p>	

<p><b>9 Ukuqashelwa, Izabelozimali, Nezinsiza</b></p> <p>Isabelozimali esifanele sokusetshenziswa kwalenqubomgomo sibaluleke kakhulu. Inqubomgomo YoLimi KwezeMfundo Ephakeme (2002) ikhuluma ngokufakwa kwezimali ezibonakalayo okuhlanganise ukuhlela kabusha kwezinhlaka zokuxhasa ngezimali izilimi ezikhethekile, ukuhlinzeka ngezimali zocwaningo zokuthuthukisa izikhungo. Okulindeleke kwisigaba-1 nesesi-2 kubhalwe ngokufingqiwe lapha. Yonke iminyango yeNyuvesi inomsebenzi wokuqinisekisa ukuthi izinsiza ezidingekayo ziyatholakala, okubandakanya izimali, ukuze usetshenziswe iNqubomgomo NoHlelo LoLimi.</p> <p>9.1 Abaphathi beNyuvesi bazoqinisekisa ukutholakala kwezimali nabantu abanamakhono adingekayo ukuze i-ULPDO ne-ULB zikwazi ukusiza umphakathi weNyuvesi ngoHlelo loLimi.</p> <p>9.2 Esigabeni 1 iNyuvesi izoqinisekisa ukutholakala kwezimali nabantu abanamakhono adingekayo ukuze kuxhaswe isiZulu kubafundi nabasebenzi ngokwalokhu okulandelayo:</p> <p>9.2.1 Ukuthuthukiswa kwezinsiza ezizosekela izifundo neminye iminyakazo engaphathelene nezifundo yaseNyuvesi;</p> <p>9.2.2 Ukuqeqeshwa kwabasebenzi ngolimi lwesiZulu;</p> <p>9.2.3 Ukuhlelwa nokuthuthukiswa kwekhophasi yesiZulu; kanye</p> <p>9.2.4 nokwaxhiwa kwezinhlelo nokuhlomuliswa kwabafundi abafunda isiZulu.</p> <p>9.3 AmaKolishi, Izikole neminyango esekela isikhungo engaphansi kwabaPhathi beNyuvesi nayo iyohlinzeka ngezimali zokusekela ukuqala kokusebenza kweNqubomgomo noHlelo loLimi ngokwamaqoqo akhona.</p> <p>9.4 I-ULB ne-ULPDO izofuna izimali ngaphandle kweNyuvesi ezizosetshenziselwa ucwaningo olusekela iNqubomgomo noHlelo loLimi lweNyuvesi.</p> <p>9.5 IBhodi Yezilimi YeNyuvesi ingaphansi kweZigele ngokho ibika kuzona mayelana nokwenziwa kokubalulwa yiNqubomgomo noHlelo loLimi lweNyuvesi njengokugunyazwa kwakho yiZigele nabaPhathi Besikhungo.</p>	<p>EMC; Usihlalo we-ULB ; Umqondisi: ULPDO</p>
<p><b>10 EzokuShicilela</b></p> <p>10.1 Umbiko ozilimimbili uyokwethulwa kwiZigela njalo ngonyaka. Imibiko iyokwenziwa futhi kuMkhandlu ngezikhathi ezithize. Le mibiko iyombandakanya inqubekelaphambili kuyona yonke iminxa yokuqala kokusebenza kweNqubomgomo noHlelo loLimi.</p>	<p>Usihlalo we-ULB ; Umqondosi: ULPDO</p>

ED:CR = uMqondisi Olawulayo: Kwezobudlelwano  
ED:SS = uMqondisi Olawulayo: Kwezabafundi  
ED:HR = uMqondisi olawulayo: Kwezabasebenzi  
DVC = iPhini leSekelashansela  
CDT&L = iDini yeKolishi kwezokuFunda nokuFundisa  
D&HOS= iDini eyiNhloko yeSikole  
CDPS = uMqondisi weKolishi kwezoKwesekelwa Kwesikhungo  
EMC = iKomidi labaPhathi beNyuvesi  
D: ULPDO= uMqondisi: iHhovisi leNyuvesi lokuHlelwa nokuThuthukiswa koLimi  
EMC = iKomidi labaPhathi beNyuvesi  
ULB = iBhodi yeziLimi yeNyuvesi  
CHUM = iKolishi lezeSintu  
CMC = iKomidi labaPhathi beKolishi  
CAAB = iBhodi yeKolishi yezokuFunda  
EMC = iKomidi labaPhathi beNyuvesi