



UMGOMO WAMALIMI

| | |
|------------------------------------|----------------------------------|
| Ibizo lomtlolo | UmGomo wamaLimi |
| Ukusetjenziswa | UmPhenyi weeNghonghoyilo we-FAIS |
| Kobana ugunyazwe | IKomidi eqalene Neengozi |
| Ilanga lokugunyazwa yi EXCO | Mhlolanja 2023 |
| Ubuthelwe ngu- | UmPhathi wesiQunto seHlangano |
| Uzokubuyezwa | Mhlolanja 2025 |

YELELA:

Umuntu osebenzisa imitlolo kamPhenyi weeNghonghoyilo we-FAIS namkha idatha kufanele ayelele ubungozi obukhona kilokhu:

- a) Ukusabalalisa imitlolo namkha idatha ngaphandle kokugunyazwa okufaneleko; kanye
- b) Nokungasebenzisi imitlolo namkha idatha njengombana kugunyaziwe namkha kunqotjiwe.

Umnikazi womtlo

| Ibizo | Isikhundla |
|--------------|---------------------------------|
| John Simpson | UmPhenyi weNghonghoyilo we-FAIS |

Umtlole uphakamiswe ngu

| Ibizo | Isikhundla |
|------------|-------------------------------|
| Marc Alves | UmPhathi wesiQunto seHlangano |

Ukulawulwa komhlobo kanye namatjhuguluko wesirhunyezo

| Inani | Ihlathululo yamatjhuguluko |
|-------|--|
| 1.0 | Umtlamo wokuthoma womgomo |
| 1.2 | <ul style="list-style-type: none"> - Imininingwana evuselelweko yabasebenzi - Iinhlatululo ezifakiweko zathunyelwa ku-: Komitjhinara, EXCO, ukuRhumutjha, ubuLiminengi, umGomo nokuTjhugulula. - Indima 4 etja - Ijamiselele "IZiko lemiTato" ngalokhu-"ISentha yeTjhejo lamaTlayenti" |

Isikhathi sokubuyekeza esikatelelweko

Uzokubuyekezwa eminyakeni emibili

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1. Isendlalelo

UmThethosisekelo weRiphabliki yeSewula Afrika (RSA) 1996 wamukela amalimi ali-11 asemthethweni, isib. isiNgesi, isiBhuru, Tshivenda, Xitsonga, Sepedi, Setswana, Sesotho, isiZulu, isiXhosa, isiNdebele neSiswati; uyakubona ukuncipha kokusetjenziswa kanye nobujamo bamalimi wendabuko begodu ufuna bona umBuso uthathe amagadango asebenzako wokuphakamisa ubujamo kanye nokuthuthukisa ukusetjenziswa kwamalimi wendabuko. UmThethosisekelo uragela phambili nokufuna bona wo ke amalimi asemthethweni ahlonitjhwe ngokulinganako begodu aphantswe ngokulinganako.

Bekube gadesi, umThetho wamaLimi sele umenyazelwe kobana ukhuthaze ukusetjenziswa kwamalimi asemthethweni nakuthintanwa namalunga womphakathi, ukulungisela ukulawulwa nokutjhejwa kokusetjenziswa kwamalimi asemthethweni ngurhulumente wesitjhaba ngeminqopho karhulumente, ukufuna ukwamukelwa komgomo wamalimi mnyango wesitjhaba, yihlangano yesitjhaba karhulumente kanye namabhizinisi wesitjhaba

wombuso kanye nokusungulwa kweyunidi yamalimi yomnyango wesitjhaba, wehlangano yesitjhaba karhulumende kanye namabhizinisi wesitjhaba wombuso.

UmThetho lo usebenza kizo zoke iinhlango zesitjhaba zombuso UmPhenyi weeNghonghoyilo we-FAIS yihlangano yesitjhaba yombuso, erhenyiswe ngokunjalo emThethweni wokuPhathwa kweMali zomBuso, 1999. UmGomo lo utlanywe mPhenyi weeNghonghoyilo we-FAIS ngokuthobela iindinyana zomThetho.

2. Umnqopho

Umnqopho womGomo lo kuveza indlela umPhenyi weeNghonghoyilo we-FAIS azokuthobela ngayo umThetho lo, kanye nokusetjenziswa kwamalimi asemthethweni ukwenza ngcono izenzelwa kumalunga womphakathi woke kanye neekhungweni ezilawulwako.

3. Iinhlathululo

“IsiPhathimandla esigcina ama-akhawundi weemali” sitjho uKomitjhina we-FSCA;

“Umnqopho weBhizinisi” utjho umnqopho wokusombulula iinghonghoyilo ngokomThetho we-FAIS;

“UKomitjhina” utjho uKomitjhina we-FSCA.

“Umnghonghoyili” utjho omunye nomunye umuntu olungele ukuba mnghonghoyili ngokwesigaba 26 (1) (a) (ii) somThetho we-FAIS;

“UmThethosisekelo” utjho umThethosisekelo weRiphabliki yeSewula Afrika, 1996;

“EXCO” itjho iKomidi yesiGungu kamPhenyi weeNghonghoyilo we-FAIS.

“UmThetho we-FAIS” utjho umThetho 37 ka-2002 wemiSebenzi yabaThintanisi bokuRhwebelana nokweLulekwa ngezeeMali.

“UmPhenyi weeNghonghoyilo we-FAIS” utjho i-Ofisi kamPhenyi weeNghonghoyilo waBenzelimisebenzi beemali.

“FSCA” itjho isiPhathimandla esitjheje ukuziPhatha komKhakha wezeeMali, ihlangano yomthetho esungulwe ngokwesigaba 56 somThetho wokuLawulwa komKhakha wezeeMali, 2017;

“Umnqopho kaRhulumende” utjho umnqopho wokuthintana nezinye iinkhungo zakarhulumende;

“Ukurhumutjha” mayelana nokuphimisa ngomlomo, kutjho ukutjhugulula ikulumo yelimi linye ukuya ekulumeni yelinye ilimi, mayelana nekulumo yamatshwayo, kutjho ukutjhugulula ikulumo yelimi lamatshwayo elitlikitlwe njengeli elikhulunywako nangenye indlela, “ngokutoliga” ngokuba nehlathululo ekhambelanako;

“UmThetho wamaLimi” utjho umThetho wokuSetjenziswa kwamaLimi asemThethweni 12 ka-2012;

“Ilimi elisemthethweni lokugcina amarekhodi” litjho ilimi elikhethiweko lokugcina namkha loku-akhayiva amarekhodi namkha amarekhodi kamPhenyi weeNghonghoyilo we-FAIS;

“IYunidi yamaLimi” itjho iyunidi yamalimi esungulwe ngokwesiGaba 7 somThetho;

“Ubuliminengi” kutjho ukusetjenziswa kwamalimi amathathu namkha amanengi mumuntu munye namkha siqhema sabantu;

“Ilimi elisemthethweni” kutjho ilimi elisemthethweni elitjhejwe esiGabeni 6 (1) somThethosisekelo.

“Umgomo” utjho umgomo wamalimi lo.

“Ukutjhugulula” kutjho ukutjhugulula umtlolo ukusuka elimini linye ukuya kwelinye, “ngokutjhugulula” ngokuba nehlathululo ekhambelanako;

4. Ubunjalo beBhizinisi kamPhaneyi weeNghonghoyilo we-FAIS

I-Ofisi kamPhenyi weeNghonghoyilo waBenzelimisebenzi beemali (umPhenyi weeNghonghoyilo we-FAIS) yasungulwa ngokomThetho wama-37 ka-2002 ('UmThetho we-FAIS'). Iminqopho kamPhenyi weeNghonghoyilo ku-

- 4.1 Tjheja nokuqitha iinghonyoyilo ngendlela yekambiso elungileko, engakahleleki, eyongako nemsinyana, begodu nangokuqalisa kilokho okulungileko kibo boke ubujamo.
- 4.2 Ukuthuthukisa ukuvikelwa kwabathengi kanye nokunikela ekuthembekeni kwebubulo lesizo lezeemali ngokusombulula iinghonyoyilo ngendlela engathathi ihlangothi, eyongako, efikelelekako begodu ngezinye iinkhathi, ngokulinganako.
- 4.3 Nikela umsebenzi ongasolisiko nohloniphekileko ukuqinisekisa bona amakhastama wezeemali afikelela begodu akghona ukusebenzisa enye ikambiso engabiziko yerarano eenghonyoyilweni.

5. Irherho

Umgomo lo usebenza kibo boke abasebenzi bakamPhenyi weeNghonghoyilo we-FAIS kanye nomunye nomunye owenzela umPhenyi weeNghonghoyilo umsebenzi

6. Isitatimende somgomo

UmGomo lo uqintelwe sigaba 4 somThetho wamaLimi, ngendlela elandelako:

- 6.1 IsiGaba 4 (1) sitjheja bona omunye nomunye umnyango, enye nanye ihlangano yomphakathi karhulumende kanye nelinye nelinye ibhizinisi lombuso lesitjhaba kufanele zamukele umgomo wamalimi ngokusetjenziswa kwamalimi asemthethweni.
- 6.2 IsiGaba 4 (2) sitjheja bona umgomo wamalimi owamukelwe ngokwesigatjana (1) kufanele:
 - 6.2.1 okungenani ukhombe amalimi amathathu asemthethweni umnyango wesitjhaba, ihlangano yesitjhaba karhulumende namkha ibhizinisi lesitjhaba lombuso ezowasebenzisela iminqopho karhulumende;
 - 6.2.2 ucacise bona amalimi asemthethweni azokusetjenziswa njani ekuthintaneni ngepumelelo nomphakathi, izaziso ezisemthethweni, iincwajana zakarhulumende kanye nokuthintana hlangana kwaborhulumende;

- 6.2.3 uhlathulule bona umnyango wesitjhaba, ihlangano yesitjhaba karhulumende namkha ibhizinisi lesitjhaba lombuso zizokuthintana njani ngepumelelo namalunga womphakathi lawo ilimi alikhethako elingasilo lalawo akhethiweko asemthethweni, namkha lawo ilimi lawo alikhethako kuliLimi lamaTshwayo leSewula Afrika;
- 6.2.4 uhlathulule bona amalunga womphakathi angawufikelela njani umgomo wamalimi.
- 6.2.5 unikele indlela yeenghonyoyilo ezokwenza amalunga womphakathi akghone ukufaka iinghonyoyilo ezimayelana nokusetjenziswa kwamalimi womphakathi mnyango wesitjhaba, yihlangano yesitjhaba karhulumende namkha libhizinisi lesitjhaba lombuso;
- 6.2.6 ukhutjwe kuGazede msinyazana ngendlela ekukhoneyeka ngayo kodwana emalangeneni ama-90 wokwamukelwa kwawo.

7. IKAMBISOLAWULO

- 7.1 Ikambisolawulo esekela umGomo lo ngile:-
- 7.1.2 Ukuthatha amagadango wokuphakamisa ubujamo kanye nokuthuthukiswa kokusetjenziswa kwamalimi wendabuko.
- 7.1.3 Ukuzibophelela ekuthuthukiseni woke amalimi weRiphabliki kobana kuqinisekiswa ukhlonitjha okufanako kanye nokuphathwa ngokulinganako kwamalimi asemthethweni afunwa yikambiso yethu yentando yenengi;
- 7.1.4 Ukwamukelwa kobuliminengi njengesetjenziswa sokwandisa ubudlelwano bokusebenzisana ekwakheni isitjhaba, ekuthuthukiseni umnotho kanye nokubumbana komphakathi;
- 7.1.5 Ukukhuthazwa kokuphathwa kuhle kwelimi mPhenyi weNghonyoyilo we-FAIS ukuqinisekisa ukuphathwa kuhle kwemisebenzi yombuso ehlangabeza iindingo zomphakathi neqinisekisa ukufikeleleka okulinganako kwezenzelwa nelwazi lakamPhenyi weNghonyoyilo we-FAIS;
- 7.1.6 Ukukhandelwa kokusetjenziswa kwelinye nelinye ilimi (amalimi) ngomnqopho wokuqatjhezwa, ukubusa nokubandlula ngaphakathi komPhenyi weNghonyoyilo we-FAIS.

8. AMALIMI ASEMTHETHWENI KAMPHENYI WEENGHONGHOYILO WE-FAIS

8.1 Ukwamukelwa kwamalimi asemthethweni mPhenyi weNghonyoyilo we-FAIS

- 8.1.1 UmThetho ufuna bona umPhenyi weeNghonghoyilo we-FAIS amukele umgomo wamalimi otjengisa okungenani amalimi ama-3 (thathu) wamaLimi asemThethweni umPhenyi weeNghonghoyilo we-FAIS azowasebenzisela "iminqopho karhulumende". Lokhu kutjho amalimi azokusetjenziswa khulu nakuthintanwa namalunga womphakathi;
- 8.1.2 Ekukhetheni amalimi asemthethweni, umPhenyi weeNghonghoyilo we-FAIS, phakathi kokhunye ulayelwe bona atjheje ukuthuthukiswa kwamalimi wendabuko egade angakatjhejwa ngaphambilini;
- 8.1.3 Ekukhetheni bona ngimaphi amalimi asemthethweni azokusetjenziswa, umPhenyi weeNghonghoyilo we-FAIS uzokuhlhlwa kobunye nobunye ubujamo zizinto ezilandelako:
- 8.1.3.1 Ukusebenziseka.
- 8.1.3.2 lindleko eziphathelene nawo.
- 8.1.3.3 Indawo.
- 8.1.3.4 Ikareko lomphakathi kanye/namkha isiqhema esithileko esiqothelweko; kanye
- 8.1.3.5 Nekghono lakamPhenyi weeNghonghoyilo we-FAIS.
- 8.1.4 Nanyana umPhenyi we-FAIS amukela woke amalimi asemthethweni weRiphabliki, amalimi alandelako sele amukelwe:
- 8.1.4.1 **IsiNgisi (Ilimi lokuthintana).**
- 8.1.4.2 Esiqhemeni samalimi wesiNguni (isiZulu, isiNdebele, Siswati nesiXhosa), kwamukelwe isiZulu;
- 8.1.4.3 Esiqhemeni samalimi weSeSotho (Setswana, Sepedi, neSesotho), kwamukelwe iSetswana;
- 8.1.4.4 **Tshivenda; ngelinye lamalimi agade angakatjhejwa ngaphambilini elingaweli esiqhemeni samalimi, samukelwe; begodu**
- 8.1.4.5 **NesiBhuru, singesinye samalimi angaweli esiqhemeni samalimi, naso samukelwe.**
- 8.1.5 UmPhenyi weeNghonghoyilo uzokuqinisekisa bona usebenzisa amalimi atjengiswe ku-8.1.4 mayelana neencwadi zomthetho.

8.2 Ukusetjenziswa kwamalimi asemThethweni mPhenyi weeNghonghoyilo we-FAIS:

- 8.2.1 Ihlathululo yokobana ngimaphi amalimi azokusetjenziselwa iminqopho yebhizinisi kanye neyokuthintana namalunga womphakathi, kanye nendlela amalimi lawa azokusetjenziswa ngayo ivezwe ngenzasi.
- 8.2.2 Umnqopho webhizinisi
UmPhenyi weeNghonghoyilo we-FAIS wamukela isiNgisi njengelimi lokuthintana kanye nelimi lamarekhodi ngeminqopho yebhizinisi –
- 8.2.2.1 ukuthintana nabahlanganyeli abahlukahlukeneko ngokukhambisana nemiyalelo neenqunto ezithethweko;
- 8.2.2.2 mayelana nokuthintana kwangaphakathi nomPhenyi weeNghonghoyilo we-FAIS; begodu
- 8.2.2.3 namayelana nokuthintana kwakhe neminyango kanye/namkha nePalamende ngoNgqongqotjhe onesibopho.
- 8.2.3 Ebuja meni lapho imitlolo ekufanele ikhiqizwe khona ngesiNgisi kwaphela ikhonjelwa ngelinye nelinye ilimi elisemthethweni kunesiNgisi, umPhenyi weeNghonghoyilo uzokwenza itjhugululo elirhunyeziweko libe khona, ngokulawulwa mibandela eqintelwe ku-8.1.3 ngehla.
- 8.2.4 Iminqopho karhulumente
UmPhenyi weeNghonghoyilo we-FAIS uzokusebenzisa isiNgisi kanye namalimi asemthethweni aqintelwe ku-8.1.4 ngehla ebuja meni ngabunye ngeminqopho elandelako:
- 8.2.4.1 Ukuthintana namalunga womphakathi, ngokukhuluma nangokutloliweko, isib. okukuthi, izaziso zomphakathi neememezelo, amatshwayo welwazi lomphakathi, amatshwayo atjengisa iindawo nezenzelwa (igadangiso elirhunyeziweko ebuja meni bemitlolo ebuthekniki);
- 8.2.4.2 Ukuthintana neembikiindaba (isib. amaphephandaba, umrhatjho, umabonwakude, iwebhusayidi) - ngokuya ngominqopho nekundla.
- 8.2.4.3 lincwajana ezisemthethweni kanye neencwadi.
- 8.2.4.4 Eminye imisetjenzana ebandakanya abahlanganyeli; kanye
- 8.2.4.5 Nokubonisana nenye ikambiso esemthethweni.

8.2.5 Ukulemukiswa kwabathengi

UmPhenyi weeNghonghoyilo we-FAIS uzokuthatha amagadango afaneleko nazwisisekako wokuqinisekisa bona wenza imihlangano yokulemukisa abathengi ngamalimi amanengi asemthethweni ngendlela ekukhoneka ngayo ngokutjheja ilimi elithandwa mphakathi okhambela imihlangano leyo, kanye nemithelela yeendleko zakhona.

8.2.6 ISentha yokuTjheja amaTlayenti

ISentha yokuTjheja amaTlayenti kamPhenyi weeNghonghoyilo we-FAIS izokuzama ukuthintana namalunga womphakathi ngamalimi amanengi weRiphabliki ngendlela ekukhoneka ngayo, ngokulawulwa likghono le-Ofisini kamPhenyi weeNghonghoyilo we-FAIS, njengombana kutjhejwe ku-8.1.3 ngehla.

8.3 Ukunikelwa kwezenzelwa ngelinye ilimi kunamaLimi asemThethweni akhethwe mPhenyi weeNghonghoyilo we-FAIS:

8.3.1 Lapho ilunga lomphakathi lifisa ukuthola izenzelwa ngelimi elisemthethweni kunamalimi asetjenziswako (isib. eencwajaneni), ilunga lelo lizakwazisa umPhenyi weeNghonghoyilo we-FAIS ngesibawo lesa, ngokutlola. UmPhenyi weeNghonghoyilo we-FAIS uzakwenza amalungiselelo wokuhlangabeza isibawo lesa ngesikhathi esizwisisekako esingaphasi kwamalanga amatjumi amathathu (30) wokusebenza wokutholwa kwesibawo.

8.3.2 Ebujameni bokuthintana ngomlomo, njengemihlangano kanye nesinye nesinye isidingo sokurhumutjha, kufanele kwenziwe isibawo ngokutlola begodu okungenani emalangenani amatjumi amathathu (30) ngaphambi komnyanya lowo.

8.3.3 Nangaphandle kwalokhu okutjiwo, iingcinye ezirhenyiswe ku-8.1.3 kufanele zitjhejwe nakuhlelwa bona ngiliphi ilimi elizokusetjenziswa.

9. UKUSUNGULWA KWEYUNIDI YAMALIMI YEBHIZINISI

9.1 UmPhenyi weeNghonghoyilo we-FAIS ukhululiwe ekusunguleni iYunidi yamaLimi njengombana kufunwa mThetho.

9.2 Nanyana umPhenyi weeNghonghoyilo angeze asungule iYunidi yamaLimi, imisebenzi enjalo izokunikelwa isiSebenzi esiKhulu esizokukhonjwa mPhenyi weeNghonghoyilo.

10. UKUBANDULA NAMAKGHONO

Kobana kuzuzwe ukuphumelelisa komGomo lo, umuntu oqalene nakho uzokweluleka ngokubandulwa nokuthuthukiswa kwamakghono.

11. UKUKHUTJHWA NOKUFIKELELEKA KOMGOMO LO

11.1 UmGomo uzokukhutjha ngamalimi atjengiswe ku-8.1.4 ngehla.

11.2 Uzokutholakala kuwebhusayidi kamPhenyi weeNghonghoyilo we-FAIS (www.faisombud.co.za)

11.3 Isirhunyezo somgomo lo sizokutjengiswa e-ofisini kamPhenyi weeNghonghoyilo we-FAIS ngendlela nendaweni lapho umphakathi uzokwazi ukuwufunda.

- 11.4 Ngaphezu kwalokho, igadangiso eliprinthiweko lizokutholakala ngamalimi atjengiswe ku-8.1.4 ngehla, eemakhiweni kamPhenyi weeNghonghoyilo we-FAIS.

12. INDLELA YOKUNGHONGHOYILA

Nanyana ngubani ongakaneliseki ngesiqunto sakamPhenyi weeNghonghoyilo mayelana nokusebenzisa kwakhe amalimi asemthethweni angenza isinghonghoyilo ngokutlolela bunqopha umPhenyi weeNghonghoyilo.

12.1 Isinghonghoyilo kufanele senziwe:

12.1.1 ngokutlola,

12.1.2 eenyangeni ezintathu zokuvela kwesinghonghoyilo

12.1.3 siveze ibizo, isiphande kanye neminingwana yokuthintana yomuntu owenza isinghonghoyilo.

12.1.4 sinikele ihlathululo ezeleko yesinghonghoyilo.

12.2 UmPhenyi weeNghonghoyilo namkha isisebenzi esikhulu esinikelwe igunya mPhenyi weeNghonghoyilo angakhombela umnghonghoyili kobana anikele elinye nelinye ilwazi lokungezelela elitlhogekako kobana kutjhejwe isinghonghoyilo kanye nokuya emhlanganweni ngomnqopho wokwenza iphenyo ngomlomo mayelana nesinghonghoyilo.

12.3 UmPhenyi weeNghonghoyilo njengaku-12.1, uzokutjheja isinghonghoyilo bese uthatha isiqunto, kungakapheli iinyanga ezintathu (3) ngemva kobana isinghonghoyilo sifakwe, bese wazisa umnghonghoyili ngesiqunto.

13. IKAMBISO YESIBILAYEZO

13.1 Umnghonghoyili onganeliswa siqunto somuntu njengombana kutjhejwe esigatjaneni 12.2 somThetho lo angafaka isibilayezo kusiPhathimandla samarekhodi weemali, okunguKomitjhinara we-FSCA.

13.2 Isibilayezo esethulwe kusiPhathimandla samarekhodi weemali kufanele siqaliswe kuKomitjhinara begodu sifakwe ngesikhathi senyanga yinye (1) yesiqunto somuntu otjhejwe esigatjaneni 12.2 somgomo lo.

13.3 Iindinyana zesigatjana 12.1.1, 12.1.2, 12.1.3 kanye nese-12.1.4 somGomo lo zizokusebenza ngokutjhugutjhugulukako esibilayezweni esifakwe ngokwesigatjana 12 somGomo.

14. Umsekeli

UmSekeli kamPhenyi weeNghonghoyilo.

15. Umnikazi

Umnikazi mPhathi weenQunto zesiQhema

16. Imininingwana yokuthintana

I-imeyila: marc@faisombud.co.za

Umtato: 012 762 5000

17. Ukugunyazwa

UmGomo uzokubuyekezwa qobe minyaka emibili begodu uzokugunyazwa yi-EXCO.

18. Ilwazi eliphathelene nawo

UmGomo kufanele ufundwe kanye nemihlahlandlela elandelako yokusekela:

ImiTlolo yangaphandle:

Isivumelwano hlangana ne-FSCA nomPhenyi weeNghonghoyilo we-FAIS.

Iimfuneko zokulawula:

UmPhenyi weeNghonghoyilo uyakubona ukuqakatheka kokuthotjelwa kwazo zoke iimfuneko ezifaneleko zokulawula njengombana zitjengiswe ku-FAIS Ombud's Regulatory Universe.

Ukuqaliselwa okukhethekileko kwenziwe:

- kumThethosisekelo.
- kumThetho wamaLimi.
- emithethwenilawulo eyenziwe ngokwesigaba 13 somThetho.

19. Imithelela yezeemali

Ayikho imiphumela enqophileko yezeemali yokuphumelelisa komGomo lo, kodwana kungaba nemiphumela yezeemali ephathelene nokuprinthwa nokutjhugululwa komgomo ngawo amalimi asemthethweni.

20. Okutjhiywe ngaphandle

Akukho okutjhiywe ngaphandle komGomo lo.

21. Isibawo sokuphambuka kilomGomo

Nakwenzeka ubujamo obubunakalako nobukatelelako butlhoge kuphambukwe eendinyaneni ezithileko zomgomo, izethulo ezitloliweko kufanele zithunyelwe kumPhenyi weeNghonghoyilo

ozokuba negunya elipheleleko lokunikela isibawo esinjalo, ngokupheleleko namkha ngokwengcenywe, namkha lokwala okufanako.

22. Isiyeliso

Ukungathotjelwa kwananyana ngiziphi iimfuneko ezifaneleko zokulawula ngananyana ngisiphi isenzo sangabomu namkha sokungatjheji namkha sokutjhiywa, ukufaka hlangana nokuvumela esinye nesinye isisebenzi, kungaba ngokucacileko ngokungakacaci, kobana bangazithobeli iimfuneko ezifaneleko zokulawula, kuzokuthathwa njengokuncamileko begodu kuzokuqalanwa nakho ngokwesiGaba 51 (1) (e) (i) se-PFMA kanye nekambiso yokukhalima kamPhenyi weeNghonghoyilo we-FAIS. Lokhu akukhandeli esinye nesinye isenzo ekungezeka sitjhejwe emthethweni namkha enye nenywe ifuneko efaneleko yokulawula ezokuthathelwa izaphulamthetho.

Okhunye nokhunye ukungathotjelwa okuphathelene nomGomo lo kanye nePhahla lomGomo nakho kuzokuthathwa njengokuncamileko begodu kungahle kubangele isenzo sokukhalinywa ngokwekambiso efaneleko yokukhalinywa.

Ukugunyazwa komtlo

| Ibizo | Isikhundla | Umtlikitlo | Idadamu |
|--------------|---|-------------------|----------------|
| John Simpson | UmPhenyi weeNghonghoyilo we- FAIS | | |