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# GOVERNMENT NOTICE

## DEPARTMENT OF LABOUR

**No. R. 88** **2 February 2007**

### SKILLS DEVELOPMENT ACT, 1998 (ACT NO. 97 OF 1998)

### AMENDMENTS TO SECTOR EDUCATION AND TRAINING AUTHORITIES (SETAs) GRANT REGULATIONS REGARDING MONIES RECEIVED BY A SETA AND RELATED MATTERS

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, under section 36 of the Skills Development Act, 1998 (Act No. 97 of 1998), and after consultation with the National Skills Authority, hereby make the regulations in the Schedule.

### SCHEDULE

**Definitions**

**1.** In these regulations "the Regulations" means the Sector Education and Training Authorities (SETAs) Grant Regulations regarding monies received by a SETA and related matters promulgated by Government Notice No.R.713 of 18 July 2005.

**Amendment of regulation 1 of the Regulations**

**2.** Regulation 1 of the Regulations is hereby amended-

(a) by the insertion after the definition of "financial year" of the following definition:

"'institutional research' means research commissioned by a SETA on any aspect of the administration or management of a SETA"; and

(b) by the insertion after the definition of "mandatory grant" of the following definition:

"'project costs" means costs payable through a discretionary grant and includes all costs inclusive of project administration costs that have been budgeted for and approved by a SETA Board or Council;".

**Amendment of regulation 3 of the Regulations**

**3.** Regulation 3 of the Regulations is hereby amended-

(a) by the substitution for subregulation (2) of the following subregulation:

"(2) In addition to subregulation (1), a SETA may use the contributions received from public service employers in the national or provincial spheres of government as contemplated in section 30 of the Act, and relevant national and provincial public entities as contemplated in section 30A of the Act for its administration costs." and

(b) by the substitution for subregulation (4) of the following subregulation:

"(4) For the purposes of subregulation (1) and (2), and subject to section 14(3B) of the Act, the administration costs are the following:

Rent, heat, light, power, insurances, bank charges, audit fees, accounting fees, legal fees, postage, printing and stationery, documentation and books, advertising, reports, wages and salaries, travel expenses, staff training, purchase of computers and information systems, maintenance of computers and systems, general maintenance, hire costs of photocopier, telephone and fax, meetings, land, non-residential buildings and improvements thereon, furniture and office equipment, other machinery and equipment, transport assets, consultancy fees including institutional research, promotional items, national skills development strategy conference expenses, database development, office relocation expenses, recruitment expenses and any other reasonable administration costs approved by a SETA Board or Council but does not include project administration costs".

**Amendment of regulation 4 of the Regulations**

**4.** Regulation 4 of the Regulations is hereby amended by the substitution for paragraph (c) of subregulation (1) of the following paragraph:

"(c) discretionary grant and project costs disbursements; and".

**Amendment of regulation 6 of the Regulations**

**5.** Regulation 6 is hereby amended-

(a) by the substitution for paragraph (a) of subregulation (1) of the following paragraph:

"(a) an employer employing 50 or more employees that has submitted an application for a Workplace Skills Planning and Annual Training Report grant in accordance with subregulation (2) and as a minimum in the format contained in Annexure "2" to these Regulations; or";

(b) by the addition after paragraph (b) of subregulation (1) of the following paragraph:

"(c) an employer who has registered for the first time in terms of section 5(1) of the Skills Development Levies Act that has submitted an application for a Workplace Skills Planning grant within 6 months of registration.";

(c) by the substitution for subregulation (2) of the following subregulation:

"(2) An application for a mandatory grant in terms of subregulation (1) must be submitted, subject to subregulation (5)-

(a) by 30 September 2005 for the 2005/ 2006 financial year or in respect of unclaimed mandatory grants in respect of previous financial years; and

(b) by 30 June for all subsequent financial years." and

(d) by the addition after subregulation (4) of the following subregulation:

"(5) A SETA Board or Council may grant an extension up to a maximum period of one month from the date contemplated in subregulation (2)(b) for late submission of an application for a mandatory grant subject to a written request by an employer."

**Amendment of regulation 7 of the Regulations**

**6.** Regulation 7 of the Regulations is hereby amended-

(a) by the substitution for subregulation (1) of the following subregulation:

"(1) A SETA may determine and allocate a discretionary grant-

(a) to fund research in the sector in accordance with the sector skills plan and guidelines prepared by the Department;

(b) to fund the development of guidelines and the training of sector specialists or persons involved with skills development facilitation;

(c) to fund a qualifying employer or an accredited organisation in respect of Adult Basic Education and Training provided to a learner;

(d) to fund a training provider or employer in respect of a learner who enters a learning programme to acquire a scarce or critical skill identified by the SETA;

(e) to fund an employer who provides work experience opportunities to learners in sector relevant programmes;

(f) to fund an employer or training provider to train and mentor learners to acquire new venture qualification;

(g) to fund an institution of sectoral or occupational excellence;

(h) to fund an institution that offers the new venture qualification to learners contemplated in subregulation (1)(f);

(i) to fund an education and training provider or an institution responsible for the implementation of the National Qualifications Framework in support of the National Skills Development Strategy;

(j) to fund SETA constituency capacity building initiatives and promotion of skills development in the sector;

(k) to fund a lead employer contemplated in regulation 5(4) of the Learnership Regulations;

(l) to fund an agency established in terms of section 17(7) of the Act;

(m) to fund an employer for learnerships registered under a different SETA;

(n) to fund a stakeholder in respect of sector skills priorities.";

(b) by the addition in subregulation (4) after paragraph (b) of the following paragraph:

"(c) an employer contemplated in section 30 and 30(A) of the Act who has submitted to its relevant line SETA and Public Service SETA (PSETA) within the timeframes prescribed in regulation 6(2) of these Regulations, a Workplace Skills Plan and Annual Training Report as a minimum in the format contained in Annexure 3."; and

(c) by the addition after subregulation (4) of the following subregulation:

"(5) A discretionary grant paid in terms of subregulation 7(1)(a) to (n) must fund all project costs for any project funded by a discretionary grant under subregulation 7(1) inclusive of project administration costs for the discretionary project subject to the approval by a SETA Board or Council of a separate budget for the project administration costs not exceeding a maximum of 10% of total project cost".

**Amendment of regulation 8 of the Regulations**

**7.** The following heading is hereby substituted for the heading to regulation 8:

**"Approval of discretionary grants by SETA Board or Council"**

**Substitution of regulation 9 of the Regulations**

**8.** The following regulation is hereby substituted for regulation 9:

"**9** Each SETA must prepare and distribute a schedule setting out the criteria in terms of regulation 8 and the dates by which applications for discretionary grants contemplated in regulation 7 must be submitted.".

**Amendment of regulation 10 of the Regulations**

**9.** Regulation 10 of the Regulations is hereby amended-

(a) by the substitution for the heading to the regulation of the following heading:

**"Mandatory grant recovery by employers"**; and

(b) by the substitution for subregulation (2) of the following subregulation:

"(2) A SETA must not pay mandatory grant to an employer who is liable to pay the skills development levy in terms of section 3(1) of the Skills Development Levies Act unless the employer-

(a) has registered with the Commissioner in terms of section 5 of the Skills Development Levies Act;

(b) has paid the levies directly to the Commissioner in the manner and within the period determined in section 6 of the Skills Development Levies Act;

(c) is up to date with the levy payments to the Commissioner at the time of approval and in respect of the period for which an application is made;

(d) has submitted a Workplace Skills Plan that contributes to the relevant SETA sector skills plan as contemplated in section 10(1) of the Act within the timeframes prescribed in regulation 6(2) of these Regulations; and

(e) with effect from 2006/2007 financial year and in subsequent financial years, has submitted an Annual Training Report that has been verified by a SETA Board or Council as having contributed to the implementation of the previous financial year's Workplace Skills Plan, except for an employer contemplated in subregulation 6(1)(c) of these Regulations.".

**Amendment of Annexures**

**9.** (1) Annexure 2 of the Regulations is hereby amended-

(a) by the substitution for paragraph 3 of item A(1) of the following paragraph:

"(If the workplace skills plan or annual training report is submitted on behalf of one or more establishments, please attach a list of names and addresses, including physical and postal addresses)." and

(b) by the substitution for the heading to item A (4) of the following heading:

**"ANNUAL TRAINING REPORT"**

(2) The following Annexure 3 is hereby added to the Regulations:

**Commencement**

**10.** The Amendments to the Regulations come into operation on 1 April 2007.

**ANNEXURE 3**

# WORKPLACE SKILLS PLAN

# and

# ANNUAL TRAINING REPORT

## Public Sector Template

## Minimum Requirements

# SECTION A: ADMINISTRATIVE DETAILS

| ENTITY DETAILS | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **A1: Entity name** | | | | | | | | | | | |
| **A2: Skills Development Levy (SDL) no.** | | | | | | | | | | | |
| **A3: Postal address** | | | | | | | | | | | |
| | ***Postal code*** | | | | | | | | | | |
| | ***Province*** | | | | | | | | | | |

| DETAILS OF THE PERSON WHO COMPLETED THE FORM | | | |
|---|---|---|---|
| **A4: Surname** | | | |
| **A5: First name** | | | |
| **A5: Title (Prof, Dr, Mr, Mrs, Ms)** | | | |
| **A6: Contact details** | ***ID number*** | | |
| | ***Telephone*** | | |
| | ***Fax*** | | |
| | ***Cell number*** | | |
| | ***E-mail*** | | |
| | ***Postal address*** | | |
| | | ***Code*** | |
| **A7: Contact of the CFO** | ***Name and surname*** | | |
| | ***Telephone*** | | |
| | ***Fax*** | | |
| | ***Cell number*** | | |
| | ***E-mail*** | | |

## SECTION B: TRAINING BUDGET

| | |
|---|---|
| ***B1: Total personnel budget for the current financial year*** | |
| ***B2: One per cent (1%) of the personnel budget*** | |
| ***B3: Total planned training budget for the current financial year*** | |
| ***B4: Additional funding planned for the current financial year*** | |

## SECTION C: EMPLOYMENT SUMMARY

***C1: Total number of employees per occupational category, by gender, population group, disability status and age group***

| Occupations | | Male | | | | Female | | | | Total | People with Disability | | | | Age groups | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Code | Occupational category | A | C | I | W | A | C | I | W | | A | C | I | W | <35 | 35-55 | >55 |
| | | | | | | | | | | | | | | | | | |
| **TOTAL** | | | | | | | | | | | | | | | | | |

## SECTION D: SCARCE SKILLS

***D1: Occupations classified as scarce skills***

| Occupations | | Reason/s for the scarcity | Projected Number of staff needed | Number of qualified persons imported from outside South Africa |
|---|---|---|---|---|
| Code | Occupational category | | | |
| | | | | |

## SECTION E: SKILLS DEVELOPMENT

***E1: Strategic objectives described in the entity's strategic or business plan***

| No. | List the strategic objectives |
|---|---|
| | |

***E2: Strategic training priorities of the entity derived from the strategic objectives***

| No. | List the training priorities |
|---|---|

| | |
|---|---|
| | |

***E3: Planned beneficiaries of training per occupational category, by gender, population group, disability status and age groups***

| Occupations | | Male | | | | Female | | | | Total | People with Disability | | | | Age groups | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Code | Occupational category | A | C | I | W | A | C | I | W | | A | C | I | W | <35 | 35-55 | >55 |
| | | | | | | | | | | | | | | | | | |

***E4: Planned training – employed (18.1)***

| Code | Occupational category | Type of learning programme | Number to be trained at | | |
|---|---|---|---|---|---|
| | | | Basic entry level | Intermediate level | Advanced level |
| | | | | | |

***E5: Planned training – unemployed (18.2)***

| Code | Occupational category | Type of learning programme | Number to be trained at | | |
|---|---|---|---|---|---|
| | | | Basic entry level | Intermediate level | Advanced level |
| | | | | | |

***E6: Planned ABET training***

| ABET Level | Total number to be trained |
|---|---|
| ABET Level 1 | |
| ABET Level 2 | |
| ABET Level 3 | |
| ABET Level 4 | |

# ***SECTION F: ANNUAL TRAINING REPORT***

***F3: Number of actual beneficiaries of training per occupational category, by gender, population group, disability status and age group***

| Occupations | | Male | | | | Female | | | | Total | People with Disability | | | | Age groups | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Code | Occupational category | A | C | I | W | A | C | I | W | | A | C | I | W | <35 | 35-55 | >55 |
| | | | | | | | | | | | | | | | | | |

***F4: Number of beneficiaries who completed the training – employed (18.1)***

| Code | Occupational category | Type of learning programme | Number to be trained at | | |
|---|---|---|---|---|---|
| | | | Basic entry level | Intermediate level | Advanced level |
| | | | | | |

***F5: Number of beneficiaries who completed the training – unemployed (18.2)***

| Code | Occupational category | Type of learning programme | Number to be trained at | | |
|---|---|---|---|---|---|
| | | | Basic entry level | Intermediate level | Advanced level |
| | | | | | |

***F6: Number of beneficiaries who completed ABET training***

| ABET Level | Total number completed |
|---|---|
| ABET Level 1 | |
| ABET Level 2 | |
| ABET Level 3 | |
| ABET Level 4 | |

***F7: Expenditure of training budget***

| Type of learning programme | employed | unemployed |
|---|---|---|
| | | |

***F8: Expenditure of additional funding***

| Source | Amount | Project |
|---|---|---|
| | | |

# ***SECTION G: AUTHORISATION AND STAKEHOLDER SUPPORT***

***DECLARATION***

***Section G of the template, with the original signatures, must be submitted to the skills development division of the relevant SETA by hand, post or fax simultaneously with the submission of the WSP/ATR BY 30 JUNE.***

**We, the undersigned, submit this information in fulfilment of this entity's legal obligation in terms of the skills development legislation and regulations. We declare that, to the best of our knowledge, the information contained in this WSP/ATR is accurate and up to date..**

| SIGNATORIES | | | | |
|---|---|---|---|---|
| Designated signatory | **Name and surname** | **Telephone number** | **Original signature** | **Date** |
| The person who completed the WSP/ATR | | | | |
| Designated employee representative | | | | |
| **AUTHORISATION** | | | | |
| DG or Head of Department | | | | |

# ISAZISO SIKAHULUMENI

## UMNYANGO WEZEMISEBENZI

**Inombolo R. 88** **2 February 2007**

**UMTHETHO WEZOKUTHUTHUKISWA KWAMAKHONO WE-1998 (UMTHETHO ONGUNOMBOLO 97 WE-1998)**

**IZICHIBIYELO KUMITHETHOMIGOMO YEZIBONELELOMALI (GRANTS) YESAKHIWO SEZEMFUNDO NEZOQEQESHO KUBASEBENZI (I-SETA) EZIMAYELANA NEZIMALI EZEMUKELWE ISAKHIWO SEZEMFUNDO NEZOQEQESHO KANYE NEZINDABA EZIPHATHELENE NASO**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe Wezemisebenzi, ngaphansi kwesigaba sama-36 soMthetho Wezokuthuthukiswa Kwamakhono we-1998 (uMthetho ongunombolo 97 we-1998), emva kokuxhumana nesiGungu sikaZwelonke Sezamakhono, ngenza imithethomigomo kusheduli.

**ISHEDULI**

**IZINCAZELO**

1. Kule mithethomigomo "ngeMithethomigomo" kuqondwe iMithethomigomo yezibonelelomali mayelana nezimali ezemukelwe yisakhiwo sezemfundo nezoqeqesho (i-SETA) kanye nezinye izindaba eziphathelene nazo emkhakheni eyengamele ezemfundo kanye nezokuqeqesha ezimenyezelwe ngokusemthethweni ngokwesaziso sikahulumeni esingonombolo R.713 somhla ziyi-18 kuNhlangulana 2005.

**Isichibiyelo somthethomgomo woku-1 wemithethomigomo**

2. UMthethomgomo woku-1 weMithethomigomo uyachitshiyelwa-

(a) ngokufaka emva kwencazelo "unyaka wezimali" encazelweni elandelayo:

"ucwaningo olumiseweyo' kusho ucwaningo olwenziwe yisakhiwo sezemfundo nezoqeqesho (i-SETA) noma kumuphi umkhakha wezokuphathwa noma ukusingathwakwe-SETA"; kanye

(b) nokufaka emva kwencazelo ye "zibonelelomali eziyimpoqo" yencazelo elandelayo:

"izindleko zephrojekthi" kusho izindleko ezikhokhwa njengezibonelelomali ezingaphoqi nanokuthi kuhlanganisa zonke izindleko ezihlanganisa izindleko zokuphathwa kwephrojekthi ebezenzelwe isabelomali futhi zemukelwa ngokusemthethweni yiBhodi noma uMkhandlu we-SETA;".

**Isichibiyelo somthethomgomo wesi-3 wemithethomigomo**

3. UMthethomgomo wesi-3 weMithethomigomo uyachitshiyelwa-

(a) ngokufaka esikhundleni somthethomgomana (2) walo mthethomgomana olandelayo:

"(2) ngaphezu komthethomgomana (1), i-SETA ingasebenzisa iminikelo eyemukele kumaqashi bezikhungo zikahulumeni ezingeni likazwelonke likahulumeni noma ezingeni lesifundazwe njengalokhu kubekwe ngokucacile esigabeni sama-30 soMthetho, kanye nezakhiyo eziqondile zikahulumeni ezingeni lesifundazwe njengalokhu kubekwe ngokucacile esigabeni sama-30A soMthetho mayelana nokusingathwa kwezindlelo zaso." kanye

(b) nokufaka esikhundleni somthethomgomana (4) walo mthethomgomana olandelayo:

"(4) mayelana nomthethomgomana (1) no (2), futhi okuncike esigabeni se-14(3B) soMthetho, izindleko zokusingatha yilezi ezilandelayo:

Irenti, ukushisa, okokukhanyisa, amandla kagesi, umshuwalense, intela yebhange, izimali zocwaningomabhuku, izimali zokucutshungulwa kwamabhuku, izimali zomthetho, izimali zokuposa, izimali zokugaya amaphepha kanye nezezinsinzakusebenza ehhovisi, ezemibhalo kanye namabhuku, ezokukhangisa, imibiko, izimali zokukhokhela abasebenzi, izindlelo zokuhamba, ezokuqeqeshwa kwabasebenzi, ezokuthenga amakhompyutha kanye nezezinhlelo zezokuxhumana, ezokulungisa amakhompyutha, izindleko zokuqasha imishini yokugaya amaphepha, izingcingo namafeksi, ezemihlangano, ezomhlaba, isakhiwo okungezona ezokuhlala kanye nokwenziwa ngcono kwazo, ifenisa kanye nempahla yokusebenza yehhovisi, eminye imishini kanye nempahla, okungamafa okuphathelene nezokuthutha, izimali zokukhokhela ochwepheshe kuhlanganisa ezocwaningo kwesakhiwo, izimpahla zokudayisa (promotion) isikhungo, izindleko zengqungquthela yesu likazwelonke lokuthuthukiswa kwamakhono, ukuthuthukisa isizindalwazi, izindleko zokugudluza amahhovisi, izindleko zokuqashwa kwabasebenzi kanye nanoma yiziphi ezinye izindleko zokusingatha ezivunywe ngokusemthethweni yibhodi noma uMkhandlu we-SETA kodwa lokhu akuhlanganisi izindleko zokusingathwa kwephrojekthi".

**Isichibiyelo somthethomgomo wesi-4 wemithethomigomo**

4. uMthethomgomo wesi-4 weMithethomigomo uyachitshiyelwa ngokufaka esikhundleni sesigaba (c) somthethomgomana (1) salesi sigaba esilandelayo lokhu:

"(c) isibonelelomali esingaphoqi kanye nokusatshalaliswa kwezindleko zephrojekthi; kanye".

**Isichibiyelo somthethomgomo wesi-6 wemithethomigomo**

5. UMthethomgomo wesi-6 uyachitshiyelwa-

(a) ngokufaka esikhundleni sesigaba (a) somthethimgomana (1) salesi sigaba esilandelayo lokhu:

"(a) umqashi oqasha abasebenzi abanga-50 noma ngaphezulu othumele isicelo sesibonelelomali soHlelo lwaMakhono eNdaweni Yokusebenza kanye noMbiko Woqeqesho Wonyaka ngokomthethomgomana (2) nanokuthi kube kuncane kufomathi equkethwe esiThasiselweni "2" kule mithethomigomo; noma;

(b) ngokwengeza emva kwesigaba (b) somthethomgomana (1) sesigaba (paragraph) esilandelayo:

"(c) umqashi obhalise okokuqala ngokwesigaba sesi-5(1) soMthetho weLevi yokuThuthukiswa Kwamakhono ofake isicelo sesibonelelomali yoHlelo Lwamakhono eNdaweni Yokusebenza esikhathini esiyizinyanga eziyisi-6 zokubhalisa ngokusemthethweni.".

(c) ngokufaka esikhundleni somthethomgomana (2) womthethomgomana olandelayo lokhu:

"(2) isicelo sesibonelelomali esiphoqayo ngokomthethomgomana (1) kumele uthunyelwe, ngaphandle komthethomgomana wesi-(5)-

(a) mhla zingama-30 kuMandulo (Septhemba) wonyaka wezimali we-2005/ 2006 noma mayelana nezibonelelomali eziphoqayo esingafakwanga isicelo sazo onyakeni wezimali owedlule; kanye

(b) nomhla zingama-30 kuNhlangulana (Juni) wayo yonke iminyaka elandelayo." Kanye

(d) nokwengeza emva komthethomgomana (4) womthethomgomana olandelayo lokhu:

"(5) IBhodi noma uMkhandlu we-SETA unganikeza isikhathi eseluliwe esingedlulile enyangeni eyodwa njengalokhu kubekwe kwacaca emthothenimgomana (2)(b) wezicelo zezibonelelomali eziphoqayo

ezithunyelwe sekudlule isikhathi kodwa konke lokhu okuncike esicelweni esibhalwe phansi umqashi.

**Isichibiyelo somthethomgomo wesi-7 wemithethomigomo**

6. UMthethomgomo wesi-7 wemithethomigomo uyachitshiyelwa-

(a) ngokufaka esikhundleni somthethomgomana woku-(1) somthethimgomana olandelayo lokhu:

"(1) I-SETA inganquma futhi yabe izibonelelomali ezingaphoqi-

(a) ukusiza ngezimali ocwaningweni esikhungweni ngokohlelo lwamakhono kuleyo ngxenye kanye nemikhombandlela (guidelines) ehlelwe uMnyango;

(b) ukusiza ngezimali ekusungulweni kwemikhombandlela kanye nasekuqeqesheni ochwepheshe esikhungweni noma abantu abazimbandakanye nokuqhuba uhlelo lokuthuthukiswa kwamakhono;

(c) ukusiza ngezimali abaqashi abanelungelo noma izinhlangano ezibhaliswe ngokusemthethweni kwababhekene nemfundo yabadala (i-ABET) enikezwa abafundi;

(d) ukusiza ngezimali abanikezela ngoqeqesho noma abaqashi kubafundi abangenela uhlelo lokufunda ngenhloso yokuthola amakhono abawantulayo noma amakhono anesidingo esikhulu aqagulwe yi-SETA;

(e) ukusiza ngezimali umqashi ohlinzekela ngamathuba ahlobene nolwazi lomsebenzi kubafundi esinhlelweni eziqondene nesikhungo;

(f) ukusiza ngezimali umqashi noma onikezela ngoqeqesho ukuqeqesha nokweluleka abafundi ukuba bahlome emikhakheni emisha;

(g) ukusiza ngezimali isikhungo esiyingxenye noma esisebenza kahle;

(h) ukusiza ngezimali isikhungo esihlomisa abafundi ngemikhakha yemfundo emisha;

(i) ukusiza ngezimali abanikezela ngamakhono ezemfundo noqeqesho noma isikhungo esibhekele ukuphumelelisa uHlaka Lwezindo LukaZwelonke ukwelekelela iSu Lokuthuthukiswa Kwamakhono;

(j) ukusiza ngezimali izinhlelo zokuhlomisa izinhlaka ze-SETA kanye nokugqugquzela ukuthuthukiswa kwamakhono esikhungweni;

(k) ukusiza ngezimali umqashi ozihola phambili njengalokhu kubekwe kwacaca kumthethomgomo wesi-5(4) weMithethomigomo Yobuholi;

(l) ukusiza ngezimali inhlangano esungulwe ngokwesigaba se-17(7) soMthetho;

(m) ukusiza ngezimali umqashi ngobuholi obubhaliswe ngokusemthethweni ngaphandi kwama-SETA ehlukehlukene;

(n) ukusiza ngezimali ababambiqhaza ngokwezidingongqangi emkhakheni wezamakhono.";

(b) ngokwengeza kumthethomgomana wesi-(4) emva kwesigaba (paragraph) (b) salesi sigaba esilandelayo lokhu:

"(c) umqashi okukhulunywe ngaye esigabeni sama-30 nesama-30(A) soMthetho othumele ku-SETA asebenzisana naye kanye naku-SETA kaHulumeni (PSETA) phakathi kwesikhathi esimiswe ngokomthetho kumthethomgomo wesi-6(2) wale mithethomigomo, uHlelo Lwamakhono Endaweni Yokusebenza kanye Nombiko Wonyaka Woqeqesho njengokuncane kakhulu kufomathi eseSithasiselweni sesi-3."; kanye

(c) nokwengeza emva komthethomgomana wesi-(4) wemithethomigomana elandelayo lokhu:

"(5) isibonelelomali esingaphoqi esikhokhwe ngokomthethomgomana wesi-7(1)(a) kuya ku- (n) kumele sikhokhele zonke izindleko zephrojekthi zanoma iyiphi iphrojekthi ehlinzekelwe ngezimali zezibonelelomali ezongaphoqi ngaphansi komthethomgomana wesi-7(1) kuhlanganisa nezindleko zokusingathwa kwephrojekthi zephrojekthi engaphoqelelwe kodwa lokhu kudinga ukuvunywa ngokusemthethweni yiBhodi noma uMkhandlu we-SETA yesabelomali esiseceleni sezindleko zokusingathwa kwephrojekthi ezingeqile kumaphesenti ayi-10 (10%) sezihlangene zonke."

**Isichibiyelo somthethomgomo wesi-8 wemithethomigomo**

7. lesi sihloko esilandelayo somthethomgomo wesi-8 kufakwe lesi esingezansi endaweni yaso:

**"Ukuvunywa ngokusemthethweni kwezibonelelomali ezingaphoqi yiBhodi noma uMkhandlu we-SETA"**

**Ukuchibiyela uMthethomgomo wesi-9 weMithethomigomo**

8. lo mthethomgomo olandelayo womthethomgomo wesi-9 endaweni yawo kungena lokhu:

"(9) I-SETA ngayinye kumele ilungise iphinde isakaze isheduli ebalula imigomo ngokomthethomgomo wesi-8 kanye nezinsuku okumele kuthunyelwe ngazo izicelo zezibonelelomali ezingaphoqi njengalokhu kubalulwe kumthethomgomo wesi-7.".

**Isichibiyelo somthethomgomo we-10 wemithethomigomo**

9. UMthethomgomo we-10 weMithethomigomo uyachitshiyelwa-

(a) ngokufaka lesi sihloko esilandelayo esikhundleni somthethomgomo:

"Isibonelomali esiphoqayo esiqoqwa umqashi"; kanye

(b) nokufaka esikhundleni somthethomgomana wesi-(2) womthethomgomana olandelayo:

"(2) I-SETA akumele ikhokhe isibonelelomali esiphoqayo kumqashi okufanele akhokhe ilevi yokuthuthukiswa kwamakhono ngokulawula kwesigaba sesi-3(1) soMthetho Wamalevi okuThuthukiswa Kwamakhono ngaphandle uma umqashi-

(a) ebhalise ngokusemthethweni neKhomishani ngokwesigaba sesi-5 soMthetho Wamalevi okuThuthukiswa Kwamakhono;

(b) uyikhokhe ngqo ilevi kuKhomishani ngendlela nangesikhathi esibekwe esigabeni sesi-6 soMthetho Wamalevi okuThuthukiswa Kwamakhono;

(c) engakweleti lutho mayelana nokukhokwa kwelevi kuKhomishani ngesikhathi sokuvunywa ngokusemthethweni kanye nangesikhathi okwenziwe ngaso isicelo;

(d) esethumele uHlelo Lwamakhono Endaweni yokusebenza okuwuhlelo olunomthelela ohlelweni oluqondene nomkhakha wamakhono we-SETA njengalokhu kubekwe kwacaca esigabeni se-10(1) soMthetho ngaphansi kwezibiyelo zezikhathi ezibekwe ngokusemthethweni kumthethomgomo wesi-6(2) wale mithethomigomo; nanokuthi

(e) kusukela kunyaka wezimali we-2006/2007 kanye nelandelayo, uthumele uMbiko Wonyaka Woqeqesho

okuwumbiko osuke wacutshungulwa yiBhodi noma uMkhandlu we-SETA okungumbiko obe nomthelela ekuqhubeni uHlelo Lwamakhono Endaweni Yokusebenza, ngaphandle komqashi obalulwe kumthethomgomana wesi-6(1)(c) wale Mithethomigomo.".

**Ukuchitshiyelwa kweziThasiselo**

9. (1) Isithasiselo sesi-2 seMithethomigomo siyachitshiyelwa-

(a) ngokufaka esikhundleni sesigaba (paragraph) sesi-3 sodaba (item) A(1) sesigaba esilandelayo lokhu:

"(Uma uhlalo lwamakhono endaweni yokusebenza noma umbiko wonyaka woqeqesho uthunyelwa egameni lesakhiwo esisodwa noma ngaphezulu, uyanxuswa ukuba unamathisele uhlu lwamagama namakheli, kuhlanganisa ikheli lasekhaya nelokuposa)."kanye

(b) nokufaka esikhundleni sesihloko odabeni A (4) salesi sihloko esilandelayo:

**"UMBIKO WONYAKA WOQEQESHO"**

(2) Lesi sithasiselo sesi-3 esilandelayo siyengezwa kuMithethomigomo:

**Ukuqalisa**

10. Izichibiyelo kuMithethomigomo ziqala ukusebenza lulunye kuMbaso 2007 (1 Ephreli 2007).

**ISITHASISELO SESI-3**

# UHLELO LWAMAKHONO ENDAWENI YOKUSEBENZA KANYE NOMBIKO WONYAKA WEZOQEQESHO

## I-template kaHulumeni

## Okudingekayo

| **ISIGABA A: IMININGWANE YEZOKUPHATHA** | | |
|---|---|---|
| | | **IMININGWANE YESIKHUNGO** |
| **A1: Igama lesikhungo** | | |
| **A2: Inombolo yelevi Yokuthuthukiswa Kwamakhono (SDL)** | | |
| **A3: ikheli lokuposa** | | |
| | Ikhodi yokuposa | |
| | Isifundazwe | |
| | | IMININGWANE YOMUNTU OGCWALISE IFOMU |
| **A4: Isibongo** | | |
| **A5: I (ama)gama** | | |
| **A5: Isihlonipho (Sol., Dkt., Mnu., Nkk., Nkz.)** | | |
| **A6: Imininingwane yokuxhumana** | ***Inombolo kamazisi*** | |
| | ***Ucingo*** | |
| | ***Ifeksi*** | |
| | ***Inombolo yeselula*** | |
| | ***Ikheli lombikomban i*** | |
| | ***Ikheli lokuposa*** | |
| | | ***Ikhodi*** |
| **A7: Imininingwane yoMphathizimali Omkhulu** | ***Igama nesibongo*** | |
| | ***Ucingo*** | |
| | ***Ifeksi*** | |
| | ***Inombolo yeselula*** | |

| | | |
|---|---|---|
| | ***Ikheli lombikombani*** | |

| ***ISIGABA B: ISABELOMALI SOQEQESHO*** | |
|---|---|
| ***B1: Isabelomali sesisonke sabasebenzi salo nyaka wezimali*** | |
| ***B2: Iphesenti elilodwa (1%) lesabelomali somsebenzi*** | |
| ***B3: Isabelomali sesisonke soqeqesho salo nyaka wezimali*** | |
| ***B4: Izimali ezengeziwe ezihlelelwe lo nyaka wezimali*** | |

***ISIGABA C: IQOQA LOMSEBENZI***

***C1: Inombolo isiyonke yabasebenzi ngokohla lwezikhundla, ngokobulili, ngokobuzwe, ngokwezimo zokukhubazeka kanye nangokweminyaka***

| Izikhundla | | Isilisa | | | | Isifazane | | | | Isamba | Abantu abanokukhubazeka | | | | Iminyaka | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Ikhodi | Uhlu Lwezikhundla | A | C | I | W | A | C | I | W | | A | C | I | W | <35 | 35-55 | >55 |
| | | | | | | | | | | | | | | | | | |
| **ISAMBA** | | | | | | | | | | | | | | | | | |

***ISIGABA D:UKWENTULEKA KWAMAKHONO***

***D1: Izikhundla ezihlonzwe njengezentula amakhono***

| Izikhundla | | Isi(zi)zathu so(zo)kwentuleka | Inamba yabasebenzi abadingekayo | Inamba yabantu abaqeqeshiwe abavela emazweni angaphandle kwaseNingizimu Afrika |
|---|---|---|---|---|
| Ikhodi | Uhlu Lwezikhundla | | | |
| | | | | |

## ISIGABA E: UKUTHUTHUKISWA KWAMAKHONO

**E1:Izinjongo zamasu ezichazwe eswini lesikhungo noma ohlelweni lomsebenzi**

| Inombolo | Uhlu lwezinjongo zamasu |
|---|---|
| | |

**E2: Izidingongqangi eswini loqeqesho lwesikhungo ezisuselwe ezinjongweni zesu**

| Inombolo | Uhla lwezidingongqangi oqeqeshweni |
|---|---|
| | |

**E3: Abazohlomula ohlelweni loqeqesho abahlelwe ngokwezikhundla, ngokobulili, ngokobuzwe, ngokwezimo zokukhubazeka kanye nangokweminyaka**

| Izikhundla | | Isilisa | | | | Isifazane | | | | Isamba | Abantu abanokukhubazeka | | | | Iminyaka | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Ikhodi | Uhlu Lwezikhundla | A | C | I | W | A | C | I | W | | A | C | I | W | <35 | 35-55 | >55 |
| | | | | | | | | | | | | | | | | | |

**E4: Uqeqesho oluhleliwe –abaqashiwe (18.1)**

| Ikhodi | Uhlu Lwezikhundla | Uhlobo lohlelo lwezifundo | Isibalo sabamele ukuqeqeshwa | | |
|---|---|---|---|---|---|
| | | | Ezingeni eliphansi | Ezingeni eliphakathi nendawo | Ezingeni eliphezulu |
| | | | | | |

**E5: Uqeqesho oluhleliwe – abangaqashiwe (18.2)**

| Ikhodi | Uhlu Lwezikhundla | Uhlobo lohlelo lwezifundo | Isibalo sabamele ukuqeqeshwa | | |
|---|---|---|---|---|---|
| | | | Ezingeni eliphansi | Ezingeni eliphakathi nendawo | Ezingeni eliphezulu |
| | | | | | |

**E6: Uhlelo loqeqesho lwe- ABET**

| ABET Izinga loku-l | Isibalo sesisonke sabadinga ukuqeqeshwa |
|---|---|
| ABET **Izinga** loku-1 | |
| ABET **Izinga** lesi-2 | |
| ABET **Izinga** lesi-3 | |
| ABET **Izinga** lesi-4 | |

## ***ISIGABA F: UMBIKO WONYAKA WOQEQESHO***

***E3:Isibalo sabazohlomula ohlelweni loqeqesho abahlelwe ngokwezikhundla, ngokobulili, ngokobuzwe, ngokwezimo zokukhubazeka kanye nangokweminyaka***

| Izikhundla | | Izikhundla | | | | Izikhundla | | | | Izikhundla | Izikhundla | | | | Age groups | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Ikhodi | Uhlu Lwezikhundla | A | C | I | W | A | C | I | W | | A | C | I | W | <35 | 35-55 | >55 |
| | | | | | | | | | | | | | | | | | |

***F4:Isibalo sabahlomulile abaqedile uqeqesho –abaqashiwe (18.1)***

| Ikhodi | Uhlu Lwezikhundla | Uhlobo lohlelo lwezifundo | Isibalo sabamele ukuqeqeshwa | | |
|---|---|---|---|---|---|
| | | | Ezingeni eliphansi | Ezingeni eliphakathi nendawo | Ezingeni eliphezulu |
| | | | | | |

***F5: Isibalo sabahlomulile abaqedile uqeqesho – abangaqashiwe (18.2)***

| Ikhodi | Uhlu Lwezikhundla | Uhlobo lohlelo lwezifundo | Isibalo sabamele ukuqeqeshwa | | |
|---|---|---|---|---|---|
| | | | Ezingeni eliphansi | Ezingeni eliphakathi nendawo | Ezingeni eliphezulu |
| | | | | | |

***F6: Isibalo sesisonke sabahlomulile abaqedile ukuqeqeshwa ngokohlelo lwe- ABET***

| ABET Izinga loku-1 | Isibalo sesisonke sabaqede uqeqesho |
|---|---|
| ABET **Izinga** loku-1 | |
| ABET **Izinga** lesi-2 | |
| ABET **Izinga** lesi-3 | |
| ABET **Izinga** lesi-4 | |

***F7:Imali esetshenzisiwe yesabelomali soqeqesho***

| Uhlobo lohlelo lwezifundo | Abaqashiwe | Abangaqashiwe |
|---|---|---|
| | | |

***F8:Imali esetshenzisiwe ezimalini ezengeziwe***

| Umthombo | Inani | iPhrojekthi |
|---|---|---|
| | | |

| ***ISIGABA G: UKUIGUNYAZA KANYE SOKWESEKELWA NGABABAMBIQHAZA*** | | | | |
|---|---|---|---|---|
| ***ISIFUNGO*** | | | | |
| *Isigaba G se-themplethi, kanye namasiginesha okuyiwonawona, kumele kuhanjiswe engxenyeni yokuthuthukiswa kwamakhono e-SETA eqondene ngesandla, ngeposi noma ifeksi kanye kanye nokuhanjiswa kwe-WSP/ATR zingama- 30 kuNhlangulana.* | | | | |
| **Thina, esisayinile, siletha lolulwazi ukugcwalisa okudingwa ngumthetho wesikhungo ngokomthetho wokuthuthukiswa kwamakhono kanye nemithethomigomo. Siyafunga ukuthi, ngokwazi kwethu, ulwazi oluqukethwe kule-WSP/ATR luqondile futhi luhambisana nesikhathi.** | | | | |
| AMASIGINESHA | | | | |
| Amasiginesha asemthethweni | **Igaba nesibongo** | **Inombolo yocingo** | **Isiginesha uqobo lwayo** | **Usuku** |
| Umuntu oqede i-WSP/ATR | | | | |
| Oqokwe ukumela umsebenzi | | | | |
| UKUGUNYAZA | | | | |
| U-DG noma iNhloko yoMnyango | | | | |

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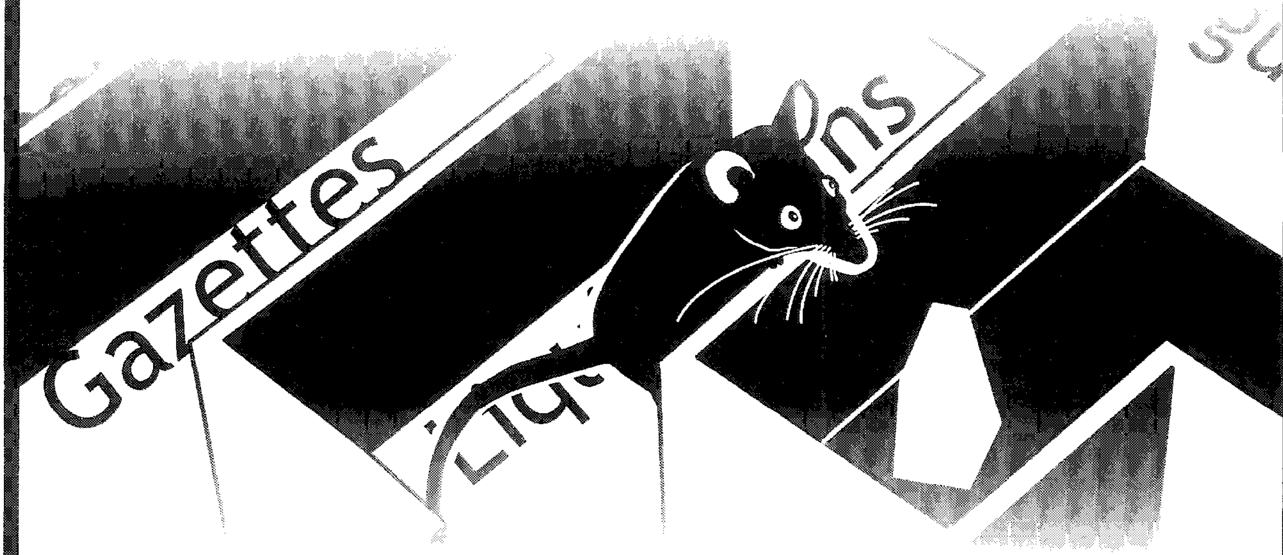


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