

Vuk'uzenzele

**JOBS
INSIDE**

Produced by Government Communications (GCIS)

isiZulu / English

| September 2016 Edition 2



Deputy President Cyril Ramaphosa (centre), Minister Nkosinathi Nhleko, and Acting National Commissioner Kgomotso Phahlane during the South African Police Services' Annual Commemoration Day.

Police officers honoured

Neo Semomo

Deputy President Cyril Ramaphosa says the killing of police can never be justified and must come to an end.

"We must build a culture that values police that sees them not merely as public servants, but as courageous men and women who have answered a calling."

The Deputy President was speaking during the National Commemoration Day ceremony to remember members of the South African Police Service (SAPS) who lost their lives in the line of duty. The ceremony was held in honour of police of-

ficers who lost their lives between 1 April 2015 and 31 March 2016.

He added that citizens should work together to create a nation that cares for each other.

"Together we must build a nation that values the sanctity of life and protects the most vulnerable.

"We ask our nation to unite in saying that the murder of our police officers is unacceptable and it must end.

"The death of one police officer is one death too many. It is thus heart-breaking to learn that during the last year 72 members of the police service lost their lives, 40 of them in the line of service," said Deputy Presi-

dent Ramaphosa.

The youngest of the police officers who lost their lives was Constable Sabelo Manyanga (28) who was shot two days before Christmas last year while on duty in KwaZulu-Natal.

He had three children with the youngest being one month old.

The Deputy President said the murder of police officers should not only be condemned but that communities should commit to working with the justice system to ensure that those who commit these crimes pay for their deeds.

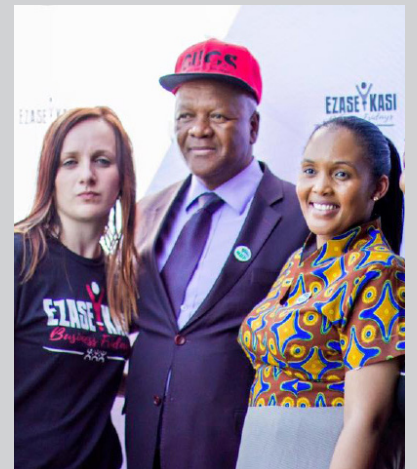
"Communities have a vital role to play. By participating in Community Policing Forums they can

have a voice in local policing and become aware of crime trends in their areas."

Deputy President Ramaphosa told the families of the police officers that the country was behind them.

"May you all find comfort in the knowledge that millions of South Africans truly value your loved ones and the service they rendered with distinction to the people of South Africa and our nation as a whole.

"As the names of your loved ones are engraved today on the monument, please know that your pain and your sacrifices remain engraved in the hearts of all of us as South Africans." **V**



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Amakomidi ezigceme zomasipala: Okumele ukwazi



Amakomidi ezigceme angenye yezindlela zokuqinisekisa ukuthi izakhamuzi zifaka isandla ezinqumweni ezithathwa yimikhandlu yendawo.

Chris Bathembu

Esikhathini esifushane esedlule, iNingizimu Afrika ibambe u-Khetho Lohulumeni Basekhaya olukhululekile futhi olungachemile. Manje kuzogxilwa komunye umkhakha osemqoka kakhulu, wohlelo lohulumeni basekhaya eNingizimu Afrika: wokusungulwa kwamakomidi ezigceme.

I-Vuk'uzenzele icubungula iqhaza nemisebenzi yamakomidi ezigceme kusukela kwethulwa lolu hlelo ngowezi-2005.

Ngokuyalela komthetho, umhlangano wokuqala womkhandlu osanda kukhethwa kumele ubanjwe kungapheli izinsuku eziyi-14 emva kokushicilelwa ngokusemthethweni kwemiphumela yokhetho.

Yini amakomidi ezigceme?

Amakomidi ezigceme akhiwa ngamalungu amele isigceme esithile.

Amalungu ekomidi amele izinhlangano ezahlukahlukene ngaphakathi esigcemeni futhi usihlalo wekomidi yikhansela lesigceme.

Amakomidi ezigceme ngumgudu osemthethweni futhi ohlelekile wokuxhumanisa imiphakathi nomasipala.

Amakomidi ezigceme anikeza amalungu omphakathi ithuba lokuzwakalisa izidingo nemibono yawo mayelana nezindaba ezithinta izimpilo zawo, bese ikhansela likuthatha lokho okushiwo ngumphakathi likudlulisele kumasipala ukuze kufakelwe izibuko.

Amakomidi ezigceme yimigwamanda yokweluleka esungulwe ngaphakathi ezinhlangeni zomphakathi wonkana ukuze ilekelele ikhansela lesigceme ekwenzeni umsebenzi walo ngendlela egxile ikakhulukazi ekusebenzeni ngokwenta-ndo yeningi labantu.

Kungani ebalulekile amakomidi ezigceme?

Amakomidi ezigceme abalulekile ohlelweni lohulumeni basekhaya njengoba ehlinzeka ngekhama lokuxhumana phakathi kwekhansela nomphakathi.

Uhlelo lwamakomidi ezigceme ludlala futhi nendima ebalulekile ekufezekiseni isiqubulo esithi “abantu bazobusa”. Lokhu kungenxa yokuthi ohulumeni basekhaya bathathwa njengomkhakha kahulumeni onondelene kakhulu nabantu futhi amakomidi ezigceme angenye yezindlela zokuqinisekisa ukuthi izakhamuzi zifaka isandla ezinqumweni ezithathwa yimikhandlu yendawo.

INhlangano Yohulumeni Basekhaya yaseNingizimu Afrika (i-Salga), okuyiyona yodwa inhlangano emele bonke omasipala, ithi amakomidi ezigceme abalulekile futhi nasekugqugquzeleni ubudlelwano obuhle phakathi kwamakhansela ezigceme nababambiqhaza abasemqoka kakhulu emazingeni ezigceme, njengemikhandlu yabaholi bendabuko kanye nabasebenzi bokuthuthukiswa komphakathi.

Isikhathi sokuphatha esimisiwe samakomidi ezigceme

Isikhathi sokuphatha samakomidi ezigceme sihambelana nsemikhandlu yomasipala futhi kumele, ngokushesha emva kokumenyezela ngokusemthethweni kwemiphumela yokhetho, umasipala ahlele imihlangano yezigceme ukuze kuhlonzwe ababambiqhaza besigceme futhi emva kwalokho kukhethwe amakomidi ezigceme ngokohlelo oluhambelana nomasipala ngamunye.

Ukukhethwa kwamakomidi ezigceme

I-Salga isibhale imigomo yokuziphatha eyenzelwe amalungu amakomidi ezigceme, etholakalayo kubo bonke omasipala. Kodwa-ke, imikhandlu yoma-

sipala kumele ishaye imithetho yokukhethwa kwamalungu amakomidi ezigceme, kubandakanya nokuthi kumele ibanjwe nini futhi kangaki imihlangano kanye nokulwa kwamakomidi ezigceme.

USomlomo, oqokwa yiningi lamalungu omkhandlu, ubiza umhlangano wesigceme ukuze kukhethwe amakomidi ezigceme.

Kumele kuphakanyiswe amagama abantu abayi-10, futhi akumele amagama aphakanyisiwe abe ngaphezu kwayi-15.

Yini imisebenzi yamakomidi ezigceme?

Ngokusho koMnyango Wokwengamela Ngokubambisana Nezendabuko ikomidi lesigceme lenza izincomo ekhanseleni lesigceme mayelana noma iluphi udaba oluthinta isigceme salo, noma ngokucela ikhansela lesigceme ukuba lidlulisele udaba lolo emkhandlwini kamasipala, noma ekomidini leziphathimandla noma ekomidini elisekelayo.

Ikomidi lesigceme lithathwa njengohlaka olusemthethweni olwamukelwe ngumkhandlu kamasipala njengomgwamanda wokweluleka nokubonisana, futhi njengomgudu wezokuxhumana mayelana nezindaba ezithinta isigceme, kubandakanya nalokhu okulandelayo, kodwa kungagcini lapho nje kuphela:

- ukumela umphakathi ekuhlanganisweni nokuqaliswa koHlelo Lwentuthuko Oludidiyelwe (i-IDP)
- ukuqinisekisa ukuxhumana okwakhayo futhi okuqhutshwa ngomoya omuhle wobumbano nobunye phakathi kukamasipala nomphakathi
- ukuthatha izinyathelo ezifanelekile mayelana nazo zonke izindaba ezithinta umphakathi kanye nalezo eziwuhlomulisayo
- ukuthatha izinyathelo ezi-zohlomulisa umphakathi futhi kuqinisekiswa ukuthi

umphakathi ubamba iqhaza ngenkuthalo enqubweni yesabelomali sikamasipala.

Indima edlalwa ngamakomidi ezigceme

Amakomidi ezigceme adlala indima ebalulekile ekuvaleni igebe phakathi kukamasipala nomkhandlu wawo kanye nomphakathi. Ezinye zezinjongo zamakomidi ezigceme wukwenza lokhu okulandelayo:

- ukwakha imigudu yezokuxhumana ehlelekile futhi engachemile kanye nobambiswano oluhle phakathi kukamasipala nomphakathi wesigceme
- ukuqinisekisa ukuxhumana phakathi kukamasipala kanye nemiphakathi ngokusetshenziswa nokukhokhelwa kwezinsizakalo
- ukwakhiwa kobudlelwano obuhle obuqhutshwa ngomoya wobumbano nobunye phakathi kwabahlali besigceme, iKhansela Lesi-

gceme, umphakathi ohlala ezindaweni ezahlukahlukene kanye nomasipala

- ukuhola nokuqinisekisa ukubamba iqhaza komphakathi ngenkathi kuqhutshwa uhlelo lokulawula ukuthuthukiswa, ukubuyekwezwa kanye nokuqaliswa kwe-IDP kamasipala
- ukuba ngumgwamanda wokweluleka mayelana nezinqubomgomo zomkhandlu kanye nezindaba ezithinta imiphakathi ehlala esigcemeni
- ukuqapha ukuqaliswa kwezinhlelo zesigceme kanye nezimali ezisetshe- nziwa ngokubona kwesigceme (qaphela: ukulawulwa kwezimali nokuqaliswa kwezinhlelo kungumsebenzi osezandleni zomkhandlu)
- ukudidiyela nokuqinisekisa ukuhambelana kwezinhlelo zesigceme. **V**

UNgqongqoshe udlulisa izilokotho ezinhle kumakhansela amasha

UNgqongqoshe Wokwengamela Ngokubambisana Nezendabuko (i-Cogta), u-Des van Rooyen, uwafiselele okuhle kodwa amakhansela emisebenzini yawo emisha athweswe yona.

“Njengoba nginamuke- la ngezandla ezimhlophe, nonke njengamakhansela akhethwe ngokwentando yeningi labantu, ngiy- ninxusa ukuba nibe ngaban- tu abasebenzela intando yeningi labantu njalo futhi ngokweqiniso, nemigomo nezimiso zoMthethosiseke- lo WeRiphabhulikhi yase- Ningizimu Afrika.”

“Nginyaninxusa ukuba ni- hlale njalo nisebenza ngo- kweqiniso ukufezekisa igunya lalo mkhakha ose- mqoka kakhulu kahulumeni wethu, njengoba usungulwe ngokwemigomo yoMthetho- sisekelo njengomkhakha ohlukile, kepha oncikene futhi ohlobene nomkhakha kazwelonke nowesifunda- zwe,” kusho uNgqongqoshe Van Rooyen.

Uzwakalise futhi nokuthi uyawathemba amakhansela ukuthi analo ikhono lo-

kwenza imisebenzi yawo, abeke phambili nezimfuno nezidingo zemiphakathi ayi- sebenzelayo.

“Siyabanxusa bonke oma- sipala bakuleli abanga- ma-257 ukuba baqinisekise ukuthi ihlandla lokuphatha lesine likahulumeni wase- khaya wentando yeningi labantu liholwa ngokwe- nhloso-mbono kahulumeni wasekhaya olawulwa ngentando yeningi labantu futhi othuthukisayo, lapho omasipala befezekisa izibo- pho zabo abazethweswe ngokomthethosisekelo,” kusho uNgqongqoshe.

Wonke amakhansela azo- fakwa ngaphansi kohlelo lokuboniswa nokuhlinze- kwa ngolwazi olufanelekile oluphathelene nomsebenzi athweswe wona.

Lolu hlelo lokuboniswa nokuhlinzekwa ngolwazi luzokwenza ukuba ama- khansela asheshe ajwaye- le indlela osebenza ngayo umkhandlu, nemithetho osebenza ngaphansi kwayo kanye nobunzima nezingqi- namba okungenzeka zi- hlangabezane nawo nge- nkathi wenza umsebenzi wawo. **V**

Iminotho yasemalokishini ithola ukwesekwa nokuthuthukiswa



Lutando Ndamase

Uhulumeni usethe mbise ukuthi uzokhuphula ukwesekwa komnotho wasemalokishini.

Esikhathini esifushane esedlule, uNgqongqoshe We-Hhovisi likaMongameli, owengamele uphiko lwezokuHlela, Ukuqapha kanye Nokuhlola, u-Jeff Radebe, wethule umkhankaso wezebhizinisi obizwa nge-EZASE-KASI Business Fridays. Lona ngumkhankaso omkhulukazi okuhloswe ngawo ukweseka umnotho wasemalokishini.

EZASE-KASI, okuwumkhankaso ochaza ukuthi 'ezivela elokishini', kuhloswe ngawo ukufaka isandla ekuhuthukiseni nokusimamisa umnotho wasemalokishini ezweni lonkana.

Ekhuluma ngenkathi kwethulwa lo mkhankaso edolobheni laseKapa, uNgqongqoshe wathi lolu hlelo olusha, oluwumqondo kasomabhizinisi, uSiya-nda Mtulu, kuhloswe ngalo ukuqinisekisa ukuthi njalo ngoLwesihlanu umsebenzi omningi owenziwayo kuleli dolobha ophathelene nezebhizinisi uqondiswa ikakhu-lukazi emalokishini.

“Uma sikhuluma ngeNhlo-

so-mbono yowezi-2030, lo-ko akuncikile kuhulumeni namabhizinisi azimele nje kuphela.”

“Into engiyithandayo ngalo luhlelo ukuthi luletha amabhizinisi amakhulu futhi luwaxhumanise nosomabhizinisi bethu basemalokishini ukuze ngalokho kufukulwe futhi kusimamiswe umnotho wasemalokishini.”

“Ngilangazelela ukubona

“Into engiyithandayo ngalolu hlelo ukuthi luletha amabhizinisi amakhulu futhi luwaxhumanise nosomabhizinisi basemalokishini ethu...”

lolu hlelo luqhutshwa njalo ngoLwesihlanu, hhayi nje kuphela lapha edolobheni laseKapa kodwa kwiRiphabhulikhi yaseNingizimu Afrika yonkana,” kusho uNgqongqoshe.

UNgqongqoshe wathi uhlelo i-EZASE-KASI Business Fridays luzokufakwa kanye nezimpawu zokukhangisa zoHlelo Lokuthuthukiswa Kwezwe (i-NDP) ngenhlo-so yokuthi kukhuthazwe umdlandla wezakhamuzi kwi-



UNgqongqoshe u-Jeff Radebe ubonwa lapha eno-Maymarie Du Plessis (ongakwesokunxele), Makagiso Mtulu, Lwazi Kanta no-Justice Maphala emcimbini wokwethulwa komkhankaso i-EZASE-KASI Business Fridays.

NDP kanye nomnotho wase-malokishini.

IPhini LikaNgqongqoshe Wezokuvakasha, uTokozile Xasa, owabe ekhona naye ngenkathi kwethulwa lolu hlelo, wathi lolu ngolunye lwezinhlelo eziphuma phambili zokukhulisa ukusimamiswa komnotho wase-malokishini.

Wathi futhi kunamathuba okuthuthukiswa kwengqalasizinda, ukuthuthukiswa kwamakhono kanye nokuhlinzeka ngokwesekwa okudingekayo ukusimamisa nokuchumisa amabhizinisi asemalokishini.

“Kunamakhono amaningi ... apha thelene nobuciko

bezandla. Kuyatholakala futhi konke okufunwa ngabavakashi ngenkathi behambele eNingizimu Afrika,” kusho yena.

Kulindeleke ukuba lolu hlelo luqaliswe ezweni lonkana ukuze kwesekwe amabhizinisi asemalokishini.

UMtulu wanxusa abantu baseNingizimu Afrika ukuba bagqoke izingubo ezikhizwe emalokishini, badle isidlo sasemini emalokishini futhi bazibandakanye kwizinkambo zokuvakashela emalokishini futhi bathenge izimpahla emabhizinisini esemalokishini.

“Lokhu kuzohlomulisa abantu abaningi baseNingi-

zimu Afrika ngokuthi kuvule amathuba omsebenzi futhi kuhlinzeke amabhizinisi amakhulu ngethuba lokweseka nokusebenzisana nezinkampani eziyingxenywe yoHlelo Lokufukulwa Nokuthuthukiswa Kwabantu Abamnyama Kwezomnotho (i-BB-BEE),” kusho yena.

Inkampani yomshwalense wesikhathi esifushane yakwa-Santam iyalweseka lolu hlelo.

U-John Lomborg wakwa-Santam wathi le nkampani izoqeqesha abantu, futhi izibekele umkhawulo wokuqeqesha osomabhizinisi ababalelwa kuma-600 kuya kuma-800 ezweni lonkana. **V**

Sekgabo Kedijang

Earning that you are pregnant is often the most exciting yet life-changing experience in a woman's life. This can also be a daunting and confusing experience for most women and may raise concern about the possible loss of a regular income.

The Unemployment Insurance Fund (UIF) maternity benefit fund allows pregnant women to take four consecutive months of maternity leave and affords financial relief over a short period of time to care for their newborn babies.

To apply, new mothers can go to their nearest labour centre at the start of their maternity leave.

Claiming maternity benefits

The window period for approval takes approximately six to eight weeks and payments will only be made once the birth date is confirmed.

If new mothers want to claim maternity benefits they must use the following steps:

Step 1: Get the documents ready

Before new mothers can claim, they must get the following documents ready:

- ID or passport
- Form UI-2.8 for banking details
- Form UI-2.7
- Form UI-2.3 (application form)

- Medical certificate from a doctor or birth certificate of the baby
- Form UI-4 (follow-up form)

Step 2: Go to the nearest labour centre

Pregnant women must go to the nearest labour centre themselves and hand in the documents. If they are too ill, they can organise for someone else to go in their place. Staff at the labour centre will assist them with all the processes and give them more information.

Step 3: Follow all the instructions of the staff at the labour centre

Staff at the labour centre may

ask pregnant women to go to the doctor again or to visit the labour centre at certain times. Applicants should do what is asked of them, or they may not be able to claim.

How long can I claim?

Women can claim for 17 weeks.

Note: Women who miscarry in the third trimester or have a stillborn child can claim for six weeks.

How will I be paid?

Benefit payments will be paid into your bank account.

Will I be taxed?

No tax is payable

on the benefits.

What should I do if I get overpayment?

If you get more money than you should, you must pay back the extra money.

Important

A person cannot claim for maternity benefits if they receive money from the Compensation Fund for an occupational injury or disease; or any other unemployment fund; or have been suspended from claiming because of fraud. **V**

For more information contact the call centre on: 0800 843 843/0800 or visit: www.labour.gov.za