

IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela (Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)

KWAZISWA ukuthi uMphathintambo Wezisebenzi zikaHulumende, Imisebenzi Lenhlalakahle Kazulu elandela isigaba 80(1) Somthetho Wezemisebenzi [Isahluko 28:01], wethule Isivumelwano Sokuxoxisana Ngokuhlanganyela njengokwethulwe Luluhlu oluguqula isivumelwano esethulwa Kungomo 116 ka2014.

Isivumelwano lesi sibhaliswe kulandelwa isigaba 79 Somthetho oqanjweyo.

ULUHLU

IKHANSILI YELIZWE YEZOKUQHATSHA KUBHIZIMUSI  
LEZOKULIMA EZIMBABWE

ISIVUMELWANO SOKUXOXISANA NGOKUHLANGANYELA  
(IZIMO ZOKUSEBENZA LEZINQUMO ZOKUZIPHATHA  
EMSEBENZINI)

Kulandelwa izinqumo Zomthetho Wezemisebenzi [Isahluko 28:01], Isivumelwano senziwa njalo siphakathi kwe*Zimbabwe Agriculture Employers' Organisation (ZAEO)*, i*Zimbabwe Farmers' Union (ZFU)*, i*Zimbabwe Commercial Farmers' Union (ZCFU)*, i*Commercial Farmers' Union (CFU)*, i*Zimbabwe Tea Growers' Association (ZTGA)*, i*Zimbabwe Tobacco Association (ZTA)*, i*Timber Producers' Association (TPA)*, i*Zimbabwe Sugarcane Employers Organisation (ZSEO)*, i*Zimbabwe Kapenta Producers Association (ZKPA)*, i*Zimbabwe Indigenous Agriculture Association (ZIAA)*, labameli babaqhatshi Bezokulima Labalima Izivande (ngemva kwalapha inhlanganiso lezi zizabizwa ngokuthi “abaqhatshi”) kucele linye le*General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ)*, i*Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ)*, kanye le*Kapenta Workers Union of Zimbabwe (KWUZ)* (ngemva kwalapha inhlanganiso lezi zizabizwa ngokuthi “amacele amela izisebenzi”).

Amacele abaqhatshi lamacele amela izisebenzi azingxenywe zeKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe.

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UKUHLELWA KWEZIGABA

*Isigaba*

1. Isihloko, indaba eziphathwayo lokusebenza kwesivumelwano.
2. Ukuqalisa ukusebenza.
3. Ukwesulwa kwesivumelwano ebesikhona.
4. Ingcazelo yamagama.
5. Ukuphathwa kwesivumelwano.
6. Ukugatshaniwa lemiholo.
7. Izimali zokwengeza phezu kweholo.
8. Amahola okusebenza.
9. Ukusebenza okwesikhathi esifitshane.
10. Ukuguqulwa kweholo kusiya ngesikhathi.
11. Imbadalo yokusebenza okwesikhathi esidlulisileyo.
12. Izimali ezibanjwa eholweni.
13. Ukubhadalwa kweholo lezisebenzi.
14. Umgwazo lokusebenza ngohlelo lwetikiti.
15. Izinhlelo zokukhuthaza.
16. Imigomo ekhethekileyo: abasebenzi abaqhatshwa ngezikhathi ezithile.
17. Ikhefu lezisebenzi lokuphumula.
18. Ikhefu lezisebenzi elikhethekileyo.
19. Ikhefu lezisebenzi lokuyabeletha.
20. Ikhefu likazulu.
21. Inzuzo ngesikhathi sokugula.
22. Isivumelwano sokuqhatshwa.
23. Ukusebenza okungaqunywanga.
24. Imbali yokusebenza.

25. Imali ephiwa isisebenzi ekutshiyeni umsebenzi ngemva kwesikhathi eside.
26. Ukubakhona kwesivumelwano.
27. Izinqumo zokuziphatha emsebenzini.
28. Izimali okumele zibhadalwe ekhansilini.
29. Ukukhululwa ekubhadaleni.
30. Izijeziso.
31. Amazwi okuvuma.

ULUHLU LWAKUQALA: Ukugatshaniswa.

ULUHLU LWESIBILI: Izimali zokwengeza phezu kweholo.

ULUHLU LWESITHATHU: Imali ephiwa isisebenzi ekutshiyeni umsebenzi ngemva kwesikhathi eside.

ULUHLU LWESINE: Ukwethulwa kwezimali ezibhadalwa ngenyanga kuKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe.

ULUHLU LWESIHLANU: Izimali Okumele Zibhadalwe Kunhlanganiso Emela Izisebenzi/Ifomu Lokubanjelwa Eholweni.

ULUHLU LWESITHUPHA: Izimali Okumele Zibhadalwe Kunhlanganiso Emela Izisebenzi/Ifomu Lokuhanjiswa Kwemali.

ULUHLU LWESIKHOMBISA: Izinqumo Zokuziphatha zeKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Izinqumo Zokuthonisa Amacala Lengqubo Yokulungisisa Ukungasuthiseki.

*Isihloko, indaba eziphathwayo lokusebenza kwesivumelwano*

1. (1) Isivumelwano lesi singabizwa ngokuthi Yisivumelwano Sokuxoxisana Ngokuhlanganyela seKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe (Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini).

(2) Isivumelwano lesi siyisibopho kubo bonke abaqhatshi lezisebenzi zonke ezisebenza kwezokulima kodwa lesi kasisoze sisebenze—

(a) kuzisebenzi ezikhethelekileyo; kumbe

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- (b) izisebenzi ezingabaphathi; kumbe
- (c) Amankampani azimeleyo aqhatshelwe ukwenza umsebenzi othile, ngaphandle nxa engabaqhatshi kumbe izisebenzi.

(3) Isinqumo sinye ngasinye salesi Isivumelwano sililungelo kumbe umlandu, ngokufaneleyo, sizimele singelani lezinye izinqumo ezikhona njalo akula umqhatshi kumbe isisebenzi esingabeka eceleni ilungelo kumbe umlandu onjalo. Lanxa kunjalo, akulasinqumo esimunyethwe lapha esingenqabela umqhatshi ukuthi aphe izisebenzi zakhe ilungelo elingaphezulu kwalelo elethulwe Yisivumelwano lesi.

(4) Nxa kungenzakala ukuthi loba yisiphi isinqumo Sesivumelwano lesi singasebenzi kumbe siphe amandla angafanelanga kumacele aphahekayo, Kumthetho kumbe kuzimiso ezenziwe ngaphansi kwalesi Isivumelwano, okungabe kwenzakala isivumelwano lesi singakethulwa kumbe sesethulwe, lokhu akusoze kuphazamise langayiphi indlela ingxenywe eseleyo eyiyo ezakuba Yisivumelwano.

(5) IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe ingahumutshela Isivumelwano lesi kuloba yiluphi ulimi olwamukelwa ngokusemthethweni yiRiphabhulikhi yeZimbabwe. Nxa kungaba lokungahambelani phakathi kwezingwalo ezihumutshiweyo, ugwalo lwesiKhiwa yilo oluzasetshenziswa.

*Ukuqalisa ukusebenza*

2. Isivumelwano Sokuxoxisana Ngokuhlanganyela lesi sizathathwa njengokuthi saqala ukusebenza mhlaka 1 Zibandlela 2022.

*Ukwesulwa kwesivumelwano ebesikhona*

3. Isivumelwano lesi sizakwesula Umgomo 116 ka2014 kodwa kasisoze sesule loba yisiphi esinye isivumelwano sokuxoxisana ngokuhlanganyela esifana Lesinqumo Sokuphepha Emsebenzini, Impilakahle Lomumo Wemvelo lezivumelwano

ezethula iholo eliphansi, iholo lokucina, imali ezengezwa kuholo kanye lemali okumele zibhadalwe eKhansilini.

*Ingcazelo yamagama*

4. (1) Kulesi Isivumelwano, ngaphandle kokuba kungahambelani lokukhulunywa ngakho—

“Umthetho” kutsho Umthetho Wezemisebenzi [*Isahluko 28:01*];

“amabhizimusi ezokulima” kutsho amabhizimusi lapho abaqhatshi lezisebenzi abalobudlelwano bokulima bethengisa izilimo ezihlanganisela izihlahla, izifuyo, inkukhu, inhlanzi lokulungiswa ngalokhu njalo kuhlanguanisela ukulungiswa kwezinto ezivela kwezokulima endaweni yomqhatshi lapho izifuyo kumbe izilimo ezilinywa khona kumbe endaweni yaloba nguphi omunye umqhatshi wezokulima. Amabhizimusi ezokulima agoqela ukufuya izinanakazana zemanzini lokulima okumila emanzini lamabhizimusi enhlanzi, ukufuya inyosi, ukufuya izingwenya, ukufuya uhlobo lwenhlanzi ezithiwa ngamaphuroni, ukugcina inyamazana zendle, ukulungisa izigodo zokuthengisa, ukuquma izigodo lokulungisa amatemba;

“isikhathi sokuvala okwenziwa kanye ngomnyaka” kutsho isikhathi esingedluli amalanga alitshumi lambili okusebenza lapho inkampani engamisa khona imisebenzi;

“ukulima lokufuya emanzini lamabhizimusi enhlanzi” kutsho imisebenzi ephathelane lokulima okulawulwayo emanzini kanye lokufuya izinanakazana zemanzini ezifana lamacrustaceans, amamolluscs, i-algae, amatrout, amamusels, amasalmon, amatilapia, ukugcinwa kwengwenya, ukufuywa kwamatemba, (lapho ukufuywa kwamatemba okungayisibhizimusi elijayelekileyo), inhlanzi, amashrimp, inkala, amaphuroni, ukufuya ama-oyster, ukulima ialgae (njengokulima imihlanga emfuleni), ukufuya inhlanzi

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zokucecisa, lokunye okunjalo. Kula amabhizimusi, inhlanganiso zingaphatheka kweminye imisebenzi yokweseka enjengokufuya inhlanzi, ukukhangela ukuthi inhlanzi ngezinduna kumbe ngezinsikazi, ukwandisa inhlanzi, ukubutha amaqanda, ukubutha abantwana benhlanzi, ukuchamisela amaqanda, ukwehlukanisa inhlanzi, ukuguqula ubulili benhlanzi, ukupha inhlanzi ukudla, ukususa inhlanzi emachibini okufuya inhlanzi ezincane zisiwa emachibini okukhulisela, ukugola inhlanzi, ukuthengisa inhlanzi lokunye okunjalo.

“umgoqo” kutsho isikhathi ngemva kwalapho isivumelwano ebesilomgoqo wesikhathi esimisiweyo esesizakuba yisivumelwano esingelamgoqo wesikhathi;

“isikhathi somsebenzi esingaqunywanga ” kutsho isikhathi isisebenzi esisebenzele umqhatshi singazange sime;

“ozimeleyo oqhatshwe okwesikhatshana” kutsho umuntu owenze isivumelwano lomqhatshi sokuthi enze umsebenzi olembadalo ezavunyelwana phakathi komqhatshi loqhatshiweyo;

“isisebenzi esiqhatshwe okwesikhatshana” kutsho isisebenzi esiqhatshelwe umsebenzi othile njalo imbadalo yalowo umsebenzi ivunyelwane lomqhatshi;

“IKhansili” kutsho IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe;

“usuku lokungasebenzi” kutsho usuku lweviki lapho okungadingakali ukuthi isisebenzi sisebenze ngalo;

“umsebenzi wezimo eziphuthumayo” kutsho umsebenzi, owokuthi ngenxa yezimo ezingaphezulu kwamandla omqhatshi kumele wenziwe ngokuphangisa ukuze kwenqatshelwe ukuphazamiseka kwezilimo, izifuyo, izisebenzi, abantu kumbe impahla eseduzane;

“isisebenzi” kutsho loba nguwuphi umuntu otholisa izinsizakalo kumbe osebenzela omunye

kumabhezimisi ezokulima ukuze athole imbadalo kumbe umvuzo kulandelwa izinqumo ezivunyelwane phakathi komqhatshi lesisebenzi kumbe njengokwethulwe ngulo Umthetho kumbe Isivumelwano lesi nxa kuyikuthi kuzasungulwa ubudlelwano bokuqhatsha—

- (a) kwezinye izimo lapho umuntu osebenzayo kumbe otholisa izinsizakalo abuya lezikhali zakhe kumbe lapho asebenza ngaphansi kwesimo esivuma ukuguguguka njalo umqhatshi utholisa imali ethile kumbe uzinikela ukumelana lobungozi bokwenza lokhu; kumbe
- (b) kwezinye izimo ezihambelana kakhulu lobudlelwano phakathi kwesisebenzi lomqhatshi ngaphandle kobudlelwano bozimeleyo oqhatshwe okwesikhatshana lomqhatshi;

“umqhatshi” kutsho loba nguwuphi umuntu okubhezimisi lezokulima oqhatsha, anakakele njalo abhadale omunye umuntu kumbe ozinikela ngendlela ecacileyo kumbe engekho mgceke ukumbhadala, njalo kuhlenganisela—

- (a) umphathi kumbe umeli womqhatshi onguye ophethe kumbe olawula umsebenzi oqhatshelwa omunye umuntu; njalo
- (b) umuntu osebenza ukuhlenga amankampani omqhatshi; njalo
- (c) osebenza ukuthengisa impahla zenkampani evalayo kumbe okhangela impahla yomuntu ongesenelisi ukubhadala izikwelede, nxa ephiwe imvumo yokwenza ibhezimisi lomqhatshi—
  - (i) yilabo okumele babhadalwe izikwelede; kumbe
  - (ii) nxa kungela milayelo ephiwe ngulowo okumele abhadalwe izikwelede, nguMphathi Womthethwandaba Ophezulu;

njalo

- (d) oqhuba ukwabiwa kwempahla zomuyi obengumqhatshi, nxa ephiwe imvumo nguMphathi

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Womthethwandaba Ophezulu yokuphatha  
ibhizimusi lomqhatshi; njalo

(e) ogcina umqhatshi oyisigulane njengokwethulwa Ngumthetho Wempilakahle Yengqondo [*Isahluko 15:12*], nxa evunyelwe ukuphatha ibhizimusi lalowomqhatshi njengokwethulwa yisigaba 88 salowo uMthetho;

“isisebenzi esiqhatshelwe ukusebenza okwesikhathi esimisiweyo” kutsho isisebenzi esilesivumelwano somsebenzi esinquma ukuthi sizaqhatshwa okwesikhathi esingakanani kumbe esinquma usuku lokuphela komsebenzi nxa kuyikuthi akula esinye isaziso sokumisa isivumelwano esizadingakala kulabo abavumeleneyo;

“ibanga” kutsho ibanga elethulwe Kuluhlu Lwakuqala;

“umuntu ophatha amabhiza (isigaba 1)” kutsho loba yisiphi isisebenzi esihlanza isitebele, esincedisa ukupha amabhiza ukudla lesihambisa amabhiza ngemva kokuwafundisa;

“umuntu ophatha amabhiza (isigaba 2)” kutsho loba yisiphi isisebenzi esipha amabhiza ukudla, esigqokisa amabhiza amahanisi njalo esikhangela abaphatha amabhiza (isigaba 1);

“umuntu ophatha amabhiza (isigaba 3)” kutsho isisebenzi esigqokisa amabhiza amahanisi, esiwagezisayo njalo esifundisa amabhiza esilawulwa ngomunye njalo esilawula abaphatha amabhiza (isigaba 1 lo2);

amagama atsho abantu besilisa atsho labantu abangasibesilisa ngokufanayo. Ukusetshenziswa kwamagama lawo kulesi Isivumelwano akumelanga kuthathwe njengokuthi kubandlulula abantu abangasibesilisa.

“omkhulu ophatha amabhiza (isigaba 4)” kutsho isisebenzi esiphatha leselusa amabhiza, esilungisisa amahanisi,



esihola abantu abaphatha amabhiza (isigaba 1, 2 lo3)  
njalo esigqokisa amabhiza izicathulo;

“amabhizimusi” kutsho amabhizimusi ezokulima;

“ikhefu lebhizimusi” kutsho ikhefu likazulu;

“isisebenzi esiphetheyo” kutsho isisebenzi, kulandelwa isivumelwano somsebenzi waso kumbe ngobude besikhathi sisemsebenzini, okungadingakala kumbe esilemvumo yokuqhatsha, ukutshintsha isisebenzi indawo yokusebenzela, ukukhuphula isisebenzi, ukumisa isisebenzi okwesikhatshana, ukumisa isisebenzi, ukuxotsha, ukupha umvuzo, ukujezisa kumbe ukwahlulela ezinye izikhalazo zezinye izisebenzi;

“isisebenzi sezempilakahle” kutsho loba uphi umuntu obhalise kulandelwa Umthetho Wezisebenzi Zempilakahle [*Isahluko 29:19*] kumbe Umthetho Wabelapha Ngemithi Yesintu [*Isahluko 27:14*];

“UMphathintambo” kutsho uMphathintambo Wezisebenzi zikaHulumende, Imisebenzi Lenhlalakahle Kazulu, kumbe loba nguwuphi uMphathintambo okhethwe nguMongameli kusiya ngesikhathi ukuthi aphaathe Umthetho Wezisebenzi;

“inyanga” kutsho inyanga yomnyaka;

“IKhansili Yelizwe Yezokuqhatsha” kutsho IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe;

“ukusebenza udlulise isikhathi esimisiweyo” kutsho ukusebenza okwamahola edlula ajayelekileyo njengokwethulwe kusigaba 8;

“isisebenzi esiqhatshwe okwesikhathi esingelamkhawulo” kutsho isisebenzi esiqhatshwe okwesikhathi eside lapho isivumelwano somsebenzi singabaluli isikhathi sokuma kumbe isikhathi sokucina ukusebenza;

“ikhefu likazulu” kutsho usuku olwethulwe nguhulumende ukuthi likhefu likazulu kulandelwa Umthetho Wamakhefu Kazulu Lokwenqatshelwa Kokusebenza Kwamabhizimusi [*Isahluko 10:21*].

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- “UMabhalane” kutsho uMabhalane Wezemithetho njengokwethulwe Kumthetho lo;
- “isisebenzi sesikhathi esithile” kutsho isisebenzi esasiqhatshwe okwesikhathi esingedluli insuku ezilikhulu lamatshumi ayisitshiyangalombili kuloba yisiphi isikhathi sezinyanga ezilitshumi lambili ezilandelanayo;
- “Unobhala” kutsho Umaqhuzu weKhansili Yelizwe Yezokuqhatsha;
- “isisebenzi esikhethekileyo” kutsho isisebenzi, ngenxa yokukhubazeka kwaso emzimbeni kumbe engqondweni, ukuguga kumbe umkhuhlane esiphila lawo, senelisa ukwenza ingxenye yomsebenzi okumele wenziwe yisisebenzi esingakhubazekanga;
- “umgwazo” kutsho indlela yokuqhatsha lapho umqhatshi apha izisebenzi umsebenzi okukhangelelwe ukuthi ziwuqede phakathi kwamahola azo okusebenza njalo umqhatshi upha izisebenzi enye imbadalo yokwenelisa ukuqeda eminye imisebenzi phakathi kwamahola azo okusebenza;
- “ukusebenza ngohlelo lwetikiti” kutsho indlela yokusebenza lapho izisebenzi ezibhadalwa nxa zenelise ukuqeda umsebenzi eziwuphiwe ngumqhatshi hatshi isikhathi esiziqede zisebenza;
- “isikhathi sokufinyelela ikhefu lokuphumula” nxa kukhulunywa ngekhefu lezisebenzi lokuyaphumula kutsho loba yisiphi isikhathi sokusebenza esingale komnyaka wakuqala isisebenzi esiwuqede sisebenzela umqhatshi;
- “iholo” litsho izimali eziholiswa izisebenzi kodwa aligoqeli loba yiphi imbadalo ephiwa ngemva kokusebenza udlulise isikhathi esimisiweyo kumbe ibhonasi kumbe eyinye inzuzo efana lalokhu;
- “usuku lokusebenza” kutsho loba yiluphi usuku ngaphandle kosuku lokungasebenzi kumbe ikhefu likazulu.

(2) Loba yiwaphi amazwi asetshenziswe kusivumelwano lesi achazwe Kumthetho Wezemisebenzi [*Isahluko 28:01*], ngaphandle kwalawo achazwe kulesi isigaba, azakuba lengcazelo efana lale ekulo Umthetho.

*Ukuphathwa Kwesivumelwano*

5. (1) IKhansili izakuba lomlandu wokuphatha lokubona ukulandelwa kwalesi Isivumelwano.

(2) IKhansili ingapha loba nguwuphi umuntu embona efanele eminye imisebenzi kumbe amandla elawo ngaphansi kwalesi Isivumelwano.

(3) Ngaloba yisiphi isikhathi, iKhansili ingaguqula kumbe yesule loba yisiphi isinqumo esenzileyo yona ngokwayo, esenziwe yikomiti ephetheyo kumbe amakomiti akhethwe yiKhansili kulandelwa lesi Isivumelwano nxa kuyikuthi iKhansili izakupha abantu abaphathekayo ithuba lokulalelwa andubana kuguqulwe kumbe kwesulwe lesosinqumo.

(4) Abaqhatshi bonke lezisebenzi zonke ezikubhizimusi lezokulima bazaphathisa iKhansili ekuqhubeni uchwayisiso iKhansili ezalubona lufanele ukuze Isivumelwano lesi sisebenze njalo kubonakale ukuthi izinqumo zaso ziyalandelwa kumbe hatshi.

*Ukugatshaniswa lemiholo*

6. (1) Umqhatshi uzabeka isisebenzi sinye ngasinye kubanga elihambelana lomsebenzi waso njengokwethulwe Luluhlu Lwakuqala njalo uzabhadala isisebenzi leso iholo elethulwa yiKhansili ukuthi yilo okumele liphiwe isisebenzi salelo ibanga njalo akula isisebenzi okumele samukele imali ephansi kwalelo iholo.

(2) Isisebenzi esizakuthi mhla kuqala ukusebenza isivumelwano sokuxoxisana ngokuhlanganyela esethula iholo eliphansi elingaphiwa izisebenzi sona sibe ngebesithola imali ephezulu kulaleyo enqunywewo kasisoze sehliselwe iholo ngenxa yalesi isivumelwano.

(3) Isisebenzi okudingakala ukuthi senze umsebenzi okubanga eliphansi kwalelo esiliqhatshelweyo sizaphiwa iholo elihambelana lebanga lelo esivele siqhatshelwe lona.

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(4) Kulandelwa isigatshana (5), isisebenzi okudingakala ukuthi senze okwesikhatshana umsebenzi webanga eliphezulu kwalelo esisiqukhatshelwe lona sizaphiwa iholo lalelo ibanga eliphezulu kusukela lapho esiqalele khona ukwenza umsebenzi walelo ibanga eliphezulu njalo lokhu kuzaqhubeka nxa isisebenzi silokhu sisenza umsebenzi webanga lelo.

(5) Isisebenzi singabekwa ebangeni eliphezulu okwesikhathi esingedluli inyanga eyodwa kusahlolwa ukwenelisa kwaso:

Nxa kuyikuthi—

(a) isisebenzi sizabhadalwa iholo elihambelana lebanga esibekwe kulo kusukela lapho esiqalele khona umsebenzi walelo ibanga;

(b) umqhatshi kasoze adinge ukuthi isisebenzi sihlolwe ukwenelisa kwaso umsebenzi ofanayo okwamathuba adlula elilodwa ngomnyaka;

(c) ngemva kwenyanga eyodwa yokuhlolwa ukwenelisa umsebenzi, isisebenzi sizabuyela kumsebenzi waso wansuku zonke kumbe sizakhutshulwa siye kubanga eliphezulu.

(6) Ekukhutshulweni sisiya kubanga eliphezulu, isisebenzi sizabhadalwa—

(a) iholo elingekho ngaphansi kwalelo esalithola ekucineni singakakhutshulwa; njalo

(b) iholo elingekho ngaphansi kwalelo eliqunyelwe ibanga lelo;

(7) Akula umqhatshi ozakwehlisa iholo lesisebenzi ngaloba yisiphi isikhathi isisebenzi singasebenzanga nxa isisebenzi sizinikele ukusebenza kodwa umqhatshi ehlulekile kumbe engafunanga ukusinika okokwenza kodwa lesi isigatshana kasisoze sisebenze ngesikhathi somsebenzi owenziwa okwesikhathi esifitshane.

(8) Lanxa isigatshana (7) silesikwethulayo, isisebenzi esibhadalwa iholo kodwa sona singasebenzanga ngenxa yezimo

ezingaphezulu kwamandla aso, njengomumo womkhathi omubi kakhulu, kungadingakala ukuthi sisebenzele isikhathi esingasetshenzwanga. Lokhu kuzakwenziwa kumahola angemva kwamahola okusebenza ansuku zonke kungela lungelo lokuthola enye imbadalo kodwa isisebenzi akumelanga sisebenze okwamahola edlula alitshumi lanye ngosuku lunye ngenxa yokusebenzela isikhathi esingasetshenzwanga.

(9) Nxa umsebenzi wesisebenzi ungaqanjwanga Kuluhlu Lwakuqala—

- (a) umqhatshi uzafaka isisebenzi kubanga okwesikhatshana; njalo
- (b) umqhatshi kumbe isisebenzi sizakwazisa Unobhala ngaleso isikhathi; njalo
- (c) Unobhala, ngemva kokuxoxisana Lomgcinisihlalo weKhansili Yelizwe Yezokuqhatsha, uzakutsho ibanga okuzafakwa kuso isisebenzi okwesikhatshana kusamelelwe ukuthi leso isigaba samukelwe yiKhansili Yelizwe Yezokuqhatsha kumhlangano wayo olandelayo:

Nxa kuyikuthi ukufakwa ebangeni okwesikhatshana Ngunobhala kumbe ukufakwa ebangeni sokuphelele yiKhansili Yelizwe Yezokuqhatsha kubeka isisebenzi ebangeni—

- (i) eliphezulu kwebanga isisebenzi esikulo khathesi, sizabhadalwa iholo elingekho ngaphansi kwalelo elinqunyelwe lelobanga eliphezulu kusukela ngosuku lapho esaqala ukwenza umsebenzi lowo; kumbe
- (ii) eliphansi kwalelo ibanga esibekwe kulo ngumqhatshi, akukho emthethweni ukuthi umqhatshi ehlise iholo laso ngenxa yokubekwa kwaso okwesikhatshana kubanga Ngunobhala kumbe yiKhansili Yelizwe Yezokuqhatsha.

*Izimali zokwengeza phezulu kweholo*

7. (1) Izimali zokwengeza phezu kweholo zizabhadalwa kulandelwa izinqumo Zoluhlu Lwesibili.

(2) Amalunga eKhansili, ngokuhamba kwesikhathi, angaguqula imali zokwengeza phezulu kweholo ezethulwe Kuluhlu

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Lwesibili kumbe ezinye inhlobo zezimali zokwengeza phezulu kweholo.

*Amahola okusebenza*

8. (1) Amahola okusebenza ajayelekileyo ezisebenzi zonke akumelanga adlule amahola angamakhulu amabili lasitshiyangalombili (208) ngenyanga.

(2) Umqhatshi angacela, kodwa kasoze adinge, ukuthi isisebenzi sisebenze sidlulise isikhathi esimisiweyo, njalo nxa kuseneliseka uzanika isaziso kuseselamahola angamatshumi amabili lane kusisebenzi leso kodwa izisebenzi okudingakala ukuthi zenze umsebenzi ophuthumayo kazisoze zale ukusebenza okwamahola adlulisileyo kungelasizatho esizwakalayo.

(3) Sonke isisebenzi sizaphiwa usuku lokungasebenzi olulodwa iviki yinye ngayinye.

(4) Akusoze kudingakale ukuthi isisebenzi sisebenze ngosuku lokungasebenzi ngaphandle kokuba kulomsebenzi ophuthumayo njalo ezimeni eziqanjwe kusigaba 6(8) salesi Isivumelwano, nxa kuyikuthi—

(a) akula isisebenzi okuzadingakala ukuthi sisebenze ngensuku zaso zokungasebenzi okwamaviki alandelanayo; njalo

(b) isisebenzi esibizwe sasebenza ngosuku lwaso lokungasebenzi ngenxa yomsebenzi ophuthumayo siyabe silelungelo lokuphiwa olunye usuku lokungasebenzi.

*Ukusebenza okwesikhathi esifitshane*

9. (1) Akula umqhatshi ozakwenza ukuthi zonke kumbe ezinye zezisebenzi zakhe zisebenze okwesikhathi esifitshane kungela invumo elotshiwewo evela kuKhansili Yelizwe Yezokuqhatsha, yona engavuma ukuthi izisebenzi zibekwe esimeni sokusebenza okwesikhathi esifitshane okwesikhathi esingedluli inyanga ezilitshumi lambili nxa isuthiseka ukuthi—

- (a) kukhangelwe umumo wezomnotho, kuyadingakala ukuthi kusetshenzwe okwesikhathi esifitshane; njalo
- (b) inkampani izenelisa ukuthi izisebenzi zibuyele ekusebenzeni amahola ajayelekileyo esikhathini esifitshane esizayo; njalo
- (c) ukumisa izisebenzi umsebenzi akusoze kube yinto esiza izisebenzi.

(2) Umqhatshi uzanika isaziso senyanga eyodwa kusisebenzi sinye ngasinye okuzadingakala ukuthi sisebenze okwesikhathi esifitshane, ngaphandle kuzimo ezinzima kakhulu lapho umqhatshi angacela eKhansilini Yokuqhatshwa Kwezisebenzi ukuthi kuqale ukusetshenzwa okwesikhathi esifitshane ngokuphangisa.

(3) Isisebenzi siyenelisa ukuthi, ngaloba yisiphi isikhathi phakathi kwenyanga yokwaziswa eyethulwe kusigatshana (2), siphe umqhatshi waso isaziso sokutshiya umsebenzi kusukela ngosuku lapho okuqala ukusebenza okwesikhathi esifitshane.

(4) Ngesikhathi sokusebenza okwesikhathi esifitshane, isisebenzi sizabhadalwa iholo elingekho ngaphansi kwamahola esiwasebenzileyo kodwa akula isisebenzi esizabhadalwa iholo elingaphansi kwesilinganiso sokungamatshumi ayisithupha ekhulwini seholo laso leviki ebesivele silitshola.

(5) Imvumo elotshiweyo evela eKhansilini Yezokuqhatsha Yelizwe ethulwa kulandelwa isigatshana (1) kufanele iqambe—

- (a) ibizo lekheli lomqhatshi; njalo
- (b) ibanga kumbe iqembu lezisebenzi ezithintekayo; njalo
- (c) umqhatshi uzabuyisela imvumo le Kunobhala weKhansili Yezokuqhatsha Yelizwe nxa sekuqala njalo ukusetshenzwa amahola ajayelekileyo.

*Ukuguqulwa kweholo kusiya ngesikhathi*

10. (1) Ngenjongo yokuguqula iholo lenyanga ukuze—

- (a) kutholakale elilingene iviki, iholo lenyanga lizakwehlukaniswa kane okulengxenywe eyodwa kwezintathu; kumbe

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- (b) kutholakale iholo elilingene usuku, iholo lenyanga lizakwehlukaniswa ngamatshumi amabili lasithupha; kumbe
- (c) kutholakale iholo elilingene ihola, iholo lenyanga lizakwehlukaniswa ngamahola okusebenza ajayelekileyo ngenyanga.

*Imbadalo yokusebenza udlulise isikhathi esimisiweyo*

11. (1) Umqhatshi uzabhadalela ukusebenza udlulise isikhathi esimisiweyo okwenziwe ngosuku lokungasebenzi ngokuphindwe kabili kwehlo isisebenzi ebesivele silithola.

(2) Umqhatshi uzabhadala isisebenzi okudingakala ukuthi sisebenze ngekhefu likazulu ngehlo ebesivele silithola eliphindwe kabili lengxenywe eyodwa kwezimbili kuhola linye ngalinye kumbe kungxenywe yehola elisetshenziweyo kungelani lokuthi umsebenzi lowo wenziwe ngesikhathi esijayelekileyo sokusebenza kumbe wenziwe ngemva kwamahola okusebenza ajayelekileyo kusuku oluphakathi kweviki lapho okuba khona ikhefu likazulu.

(3) Umqhatshi uzabhadalela ukusebenza udlulise isikhathi esimisiweyo iholo eliphindwe kanye lengxenywe kwehlo isisebenzi ebesivele silithola, ebhadalela ukusebenza amahola adlula okumele asetshenzwe ngenyanga aqanjwe kusigaba 8.

(4) Umqhatshi lesisebenzi bangaxoxisana bavumelane ukuthi isisebenzi sizaphiwa insuku zokungasebenzi endaweni yokuthi siphilwe imali yokusebenza sidlulise isikhathi esimisiweyo. Lokhu kumele kwenziwe andubana kufike ikhefu likazulu kumbe insuku zesisebenzi zokungasebenzi ezijayelekileyo.

*Izimali ezibanjwa eholweni*

12. (1) Akula imali ezabanjwa eholweni kumbe imali yaloba yiluphi uhlobo ezabanjelwa ukubhadala isikwelede ngaphandle—

- (a) nxa isisebenzi silovile emsebenzini ngamalanga angayisiwo ekhefu lebhizimusi kumbe amalanga okuphumula alilungelo laso. Isisebenzi lesa



sizabanjelwa isilinganiso semali yeholo laso salawo amalanga esiwalovileyo; kumbe

- (b) kwezimali umqhatshi abanjwa ngamandla emthethweni kumbe yingqubo yomthetho ukuhlawulela isisebenzi; kumbe
- (c) nxa isisebenzi sithole iholo isikhathi sokuhola singakafiki. Isisebenzi singabanjelwa imali leyo kodwa ingedluli isilinganiso samatshumi amabili lanhlanu ekhulwini yeholo lonke okumele libuyiselwe; kumbe
- (d) kulesivumelwano esilotshweyo sokubhadalela umshuwalensi, imali yepensheni, eyokuhlawula ukwelatshwa, eyezimfa, eyezinhlanganiso zezisebenzi ezisemthethweni; kumbe
- (e) kulesivumelwano esilotshwe yisisebenzi sokubuyisela imali esiyibolekwe ngumqhatshi kulandelwa imigomo evunyelenweyo ngamacele womabili; kumbe
- (f) kwemali yokubuyisela izimali ezithethwe ngephutha.

(2) Imali yonke evunyelwa ukubanjwa eholweni laloba yisiphi isisebenzi, kuloba yiwuphi umholo akumelanga yedlule isilinganiso samatshumi amabili lanhlanu ekhulwini yeholo lonke lesisebenzi elingakabanjwa izindleko zenhlawulo ezikhangelelweyo zaleso isikhathi, kodwa nxa isisebenzi simiswa umsebenzi, umqhatshi ulakho ukubamba imali eseleyo emalini okumele iphiwe isisebenzi elingana laleyo okumele iphiwe umqhatshi kulandelwa izindima (a), (c), (e) kumbe (f) yesigatshana (1).

*Ukubhadalwa kweholo lezisebenzi*

13. (1) Wonke umqhatshi kufanele aholise isisebenzi sinye ngasinye ngendlela yokunika imali, ukuhambisa imali ebhanga kumbe ezinye izindlela ezivunyelwayo njalo ezamukelekayo emthethweni phakathi —

- (a) kwamalanga amabili asekcucineni kweviki kulezo izisebenzi ezihola ngeviki; kumbe
- (b) kwamalanga amane asekcucineni kwenyanga kulezo izisebenzi ezihola ngenyanga:

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Nxa kuyikuthi iholo lokusebenza udlulise isikhathi esimisiweyo, ibhonasi lezimali zokwengezelela phezulu kweholo kufanele kuhlawulwe isisebenzi kungakedluli amalanga ayisithupha okusebenza asekcucineni kweviki kulezo izisebenzi ezihola ngeviki kumbe phakathi kwamalanga ayisithupha okusebenza asekcucineni kwenyanga kulezo izisebenzi ezihola ekupheleni kwenyanga.

(2) Nxa isisebenzi sesimiswa umsebenzi, ukuhlawulwa kwezimali zaso zonke kufanele kwenziwe kungakedluli amahola angamatshumi ayisikhombisa lambili ngemva kokumiswa umsebenzi njalo umqhatshi kumele alobe phansi ukuzimisela ukubhadala esazisa isisebenzi.

(3) Umqhatshi kufanele anike isisebenzi imininingwana elotshwe phansi ngokuthi iholo lakhe limi njani.

*Umgwazo lokusebenza ngohlelo lwetikiti*

14. (1) Kuvumelekile ukunika izisebenzi umgwazo.

(2) Isisebenzi esiqhatshelwe umgwazo silakho ukuthi sesivunyelwe ngumqhatshi sisebenze umsebenzi ongaphezulu kwalowo ebisiwuphiwe, sibesesiphiwa ibhonasi.

(3) Akula umqhatshi okumele aphe umsebenzi ngohlelo lwetikiti njalo akula isisebenzi okumele senze umsebenzi ngohlelo lwetikiti.

*Izinhlelo zokukhuthaza*

15. Kungakhathalekile ngokulotshwe kusigaba 14, umqhatshi ulakho ukuqhuba uhlelo lokukhuthaza izisebenzi ngokuziphatha imali ephezulu kweholo lazo elijayekekileyo kukhangelwa ubukhulu lezinga lomsebenzi owenziweyo phezulu kwalowo obekiweyo.

*Izimiso ezikhethekileyo: izisebenzi eziquhatshwa ngezikhathi ezithile*

16. (1) Umqhatshi ulakho ukuqhatsha isisebenzi esiquhatshwa ngezikhathi ezithile esebenzisa isaziso sansuku zonke okwamalanga akuqala ayisikhombisa kodwa ngemva kwalokho uzasebenzisa isaziso seviki.

(2) Nxa isisebenzi esasiqhatshwe njengesisebenzi esiqhatshwa ngezikhathi ezithile sesisebenze okwensuku ezidlula ikhulu elilamatshumi ayisitshiyangalombili kunyanga ezilitshumi lambili ezilandelanayo, leso isisebenzi sizathathwa njengesisebenzi esiqhatshwe okwesikhathi esingelamkhawulo ngemva kwalawo malanga.

(3) Izisebenzi eziqhatshwa ngezikhathi ezithile kufanele zamukele iholo lemali eyengezwe phezulu kweholo engekho ngaphansi kwaleyo ebekwe yiKhansili.

*Ikhefu lezisebenzi lokuyaphumula*

17. (1) Kusigaba lesi—

“isikhathi sokufinyelela ikhefu lokuphumula” nxa kukhulunywa ngekhefu lezisebenzi lokuyaphumula kutsho loba yisiphi isikhathi sokusebenza esingale komnyaka wakuqala isisebenzi esiwuqede sisebenzela umqhatshi.

(2) Ngaphandle kokuba kulezimo ezingcono ezibekiweyo kusivumelwano somsebenzi kumbe kuloba yiwuphi umthetho olotshiweyo, amalanga ekhefu lezisebenzi lokuyaphumula abhadalwayo kumele engezeleleke ngesilinganiso senyanga eyodwa kwezilitshumi lambili ngomnyaka munye ngamunye wesikhathi sokufinyelela ikhefu lokuphumula kodwa kukhangelelwe ukuthi ukwengezeleleka kwamalanga abhadalwayo ekhefu lezisebenzi lokuyaphumula akudluli amatshumi ayisitshiyagalolunye:

Nxa kuyikuthi isisebenzi siphwiwe ingxenye yamalanga aso ekhefu lezisebenzi lokuyaphumula esiyabe silawo, silakho ukuphiwa ingxenye eseleyo ngesikhathi esizayo njalo lamanye amalanga ekhefu lokuyaphumula kungela kuthathelwa amalanga ekhefu lokuyaphumula esiyabe silawo.

(3) Yonke iMigqibelo, amaSonto lamakhefu kazulu aba phakathi kwesikhathi sekhefu lezisebenzi lokuyaphumula abalwa njengengxenye yekhefu lelo.

(4) Isisebenzi singagula kumbe silimale ngesikhathi sikukhefu lezisebenzi lokuyaphumula silakho ukuquma ikhefu lokuyaphumula besesicela ikhefu lokugula.

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(5) Nxa isisebenzi singela amalanga ekhefu lezisebenzi lokuyaphumula silakho ukuphiwa ikhefu lezisebenzi lokuyaphumula elingabhadalwayo.

*Ikhefu lezisebenzi elikhethekileyo*

18. (1) Umqhatshi kufanele anike isisebenzi ikhefu lezisebenzi elikhethekileyo elingedluli amalanga alitshumi lambili ngomnyaka elileholo elipheleleyo kusisebenzi—

- (a) okumele singabikhona emsebenzini ngokuqondiswa yisisebenzi sezempilakahle ngenxa yokuba sihlaselwe ngumkhuhlane othelelwanayo;
- (b) esibanjwe ngamandla ngumthetho ukuthi siyefakaza kuloba yiwuphi umthethwandaba kweleZimbabwe;
- (c) okumele sibe lilunga kumbe umphathi olesikhundla kuloba yiwuphi umhlangano osemthethweni omela izisebenzi lapho isisebenzi esingaphansi kwemhlanganiso kumbe lapho esiqhatshwe khona;
- (d) esivalelwe ngamapholisa ukuze sibuzisiswe;
- (e) esibhujelwe ngunkosikazi/umyeni, umzali, umntwana kumbe umuntu esimgcinileyo ngokusemthethweni;
- (f) kuloba yisiphi isimo esifaneleyo sokuzwelana .

*Ikhefu lesisebenzi lokuyabeletha*

19. Ikhefu lesisebenzi lokuyabeletha liphiwa izisebenzi kulandelwa imigomo lemibandela yoMthetho Wezemisebenzi [Isahluko 28:01].

*Ikhefu likazulu*

20. Ngokulandela yiloba yisiphi isigaba, isisebenzi sinye ngasinye kufanele siphilwe ithuba lokungasebenzi ngamalanga ekhefu likazulu njalo kufanele sibhadalwe iholo lelanga esivele silithola ngosuku lunye ngalunye lanxa sikukhefu likazulu.

*Inzuzo ngesikhathi sokugula*

21. (1) Ngaphandle kokuba kulezinye izimo ezingcono ezibekiweyo kusivumelwano sokusebenzelana kumbe kuloba yiwuphi umthetho, ikhefu lokugula kufanele liphiwe kulandelwa lesi isigaba kusisebenzi esingenelisi ukwenza umsebenzi waso ngenxa yokugula kumbe ukulimala kumbe ngenxa yokuthi siyelatshwa okungadalwanga yikuthi sehluleke ukuthatha amanyathelo okuzivikela akhangelelweyo.

(2) Emnyakeni munye ngamunye wokusebenza kwesisebenzi, umqhatshi, ngemva kokuba ecelwe yisisebenzi njalo kulobufakazi obulotshwe ngowezempilakahle, kufanele aphe isisebenzi ikhefu lokugula elileholo elipheleleyo okwamalanga afika amatshumi ayisitshiyagalolunye.

(3) Emnyakeni munye ngamunye, nxa isisebenzi sesingasela amalanga aso okuya kukhefu lokugula sikuholo elipheleleyo, umqhatshi, ngemva kokuba isisebenzi senze isicelo esilotshwe ngowezempilakahle, ulakho ukunika isisebenzi amanye amalanga angamatshumi ayisitshiyagalolunye siphwa ingxenye yeholo laso elipheleleyo nxa isisebenzi sezempilakahle sibona angani isisebenzi silakho ukuphindela emsebenzini ngemva kwekhefu lokugula.

(4) Nxa kuyikuthi, ngesikhathi somnyaka owodwa somsebenzi, isikhathi sonke kumbe amalanga ahlanganisiweyo ekhefu lokugula esedlula —

- (a) amalanga angamatshumi ayisitshiyagalolunye ekhefu lokugula aleholo elipheleleyo; kumbe
- (b) kulandelwa isigatshana (3), amalanga alikhulu elilamatshumi ayisitshiyagalombili ekhefu lokugula aleholo elipheleleyo kanye lalengxenye yeholo;
- (c) umqhatshi angamisa leso isisebenzi umsebenzi.

(5) Isisebenzi esifisayo silakho ukuphiwa amalanga ekhefu lezisebenzi lokuyaphumula esilawo kulokuthi sithathe ikhefu lokugula siphwa ingxenye yeholo kumbe singela iholo.

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*Isivumelwano somsebenzi*

22. (1) Ngemva kokuba isisebenzi sesiqhatshiwe, umqhatshi kufanele abhale esazisa isisebenzi sinye ngasinye ngesimo sesivumelwano somsebenzi waso, okugoqela—

- (a) ibanga laso;
- (b) leholo laso lokuthi siholiswa nini;
- (c) lezimiso zokutholiswa indawo yokuhlala;
- (d) lesikhathi esivumakalayo sokufaka isaziso sokutshiya umsebenzi;
- (e) lamahola okusebenza;
- (f) leminingwana yaloba yiphi ibhonasi kumbe ezinye izinhlelo zokukhuthaza ezikhona ngemva kokwenza kuhle umsebenzi;
- (g) lenzuzo ezikhona ngesikhathi sokugula;
- (h) lokutholiswa kwekhefu lezisebenzi lokuyaphumula;
- (i) lamakhefu awebhizimusi; kanye
- (j) lezinqumo zokuziphatha emsebenzini.

(2) Yiloba yisiphi isivumelwano somsebenzi sesikhathi esithile kufanele sibeke sobala ilanga lokuqalisa lelokucina umsebenzi, njalo akudingakali ukuthi ngosuku lokucina kube lesinye isaziso sokwesula isivumelwano esivela lakuloba yiliphi icele.

(3) Isivumelwano somsebenzi esingaqambi isikhathi kumbe usuku lokuphela kwesivumelwano, ngaphandle kwesivumelwano sesisebenzi sesikhathi esithile kumbe esokwenza umsebenzi othile, sizathathwa njengesivumelwano esingelamkhawulo wesikhathi nxa kuyikuthi isisebenzi sesikhathi esithile sizathathwa njengesisebenzi esilesivumelwano esingelamkhawulo wesikhathi ngosuku lapho isikhathi sokuqhatshwa kwaso yiloba nguwuphi umqhatshi sisedlule amaviki ayisithupha kunyanga ezine ezilandelayo.

(4) Nxa isisebenzi siphawe indawo yokuhlala mathupha kumbe ngezinye indlela ngumqhatshi waso, akudingakali ukuthi isisebenzi sisuke endaweni yokuhlala kungakedluli inyanga eyodwa

ngemva kokuba sekudlule isikhathi esibekiweyo ngokusemthethweni esokubika ukuqunywa kwesivumelwano sesisebenzi.

*Ukusebenza okungaqunywanga*

23. (1) Kulandelwa loba yiwuphi umthetho obekiweyo, iziqondiso kumbe ukuxoxisana ngokuhlanganyela, ukusebenza okungaqunywanga kufanele kwazakale ukuthi kungamiswa kuphela yikufa kwesisebenzi, ukutshiya umsebenzi okokuzikhethela, umhlalaphansi kumbe ezinye izizatho zokumisa umsebenzi.

(2) Nxa, kungaba lokuntshintsha komnikazi webhizimusi, isisebenzi singasebenzela umninibhizimusi omutsha kumbe siqhubekela phambili ngomsebenzi waso ebesivele siwenza kubhizimusi lelo, ukusebenza kwaso kumqhatshi obekhona kuzathathwa njengokuthi akumanga ngokuntshintsha komninibhizimusi njalo kuzathathwa njengokusebenzela umninibhizimusi omutsha:

Nxa kuyikuthi isisebenzi siphewe imali ephiwa isisebenzi ekupheleni komsebenzi ngumqhatshi obekhona kulandelwa isigaba 25 esokusebenzela umninibhizimusi obekhona, imali enengi okufanele ihlawulwe ngumninibhizimusi okhona ngemva kokufa, ukutshiya umsebenzi kokuzikhethela, umhlalaphansi kumbe loba yiphi indlela yokutshiya umsebenzi yalesi isisebenzi, leyo imali ilakho ukuphunguka ngoba isisebenzi siphewe imali ngumninibhizimusi obekhona.

*Imbali yokusebenza*

24. (1) Isisebenzi esimiswe umsebenzi ngenxa yaloba yisiphi isizatho, silakho ukucela incwadi etshengisa ukuthi besisebenzela lowo umqhatshi.

(2) Imbali yokusebenza enikwayo kufanele ibeke mgceke isikhathi isisebenzi esisisebenzileyo njalo lokuthi besisenza msebenzi bani.

*Izimali eziphiwa isisebenzi ekupheleni komsebenzi*

25. (1) Zonke izimali eziphiwa isisebenzi ekupheleni komsebenzi zihlelwa kusukela—

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- (a) ku1 Zibandlela, 1978; kumbe
- (b) ngosuku lapho isisebenzi esaqalisa umsebenzi ongaqunywanga;

loba yiluphi usuku olucineleyo.

(2) Isisebenzi esesisebenze okweminyaka emihlanu kumbe edlula leyo sisemsebenzini ongaqunywanga, kufanele, ngemva kokuma kulowo umsebenzi, kungakhathelekile ukuthi sitshiye njani, kufanele sihlawulwe imali ephiwa isisebenzi ekupheleni komsebenzi engekho ngaphansi kwemali etholwa ngokuhlanganisa okuphindaphindiweyo isilinganiso sekhulwini seholo lakhe lenyanga ngesikhathi emiswa ngenani leminyaka yokusebenza okungaqunywanga njengokwethulwe Kuluhlu Lwesithathu.

(3) Nxa isisebenzi esesisebenze okweminyaka emihlanu kumbe edlula leyo sisemsebenzini ongaqunywanga singafa singakatholi imali ephiwa isisebenzi ekupheleni komsebenzi kulandelwa isigatshana (2), kufanele kufakwe kulifa laso imali ebesifanele siyiphawe nxa kuyikuthi isivumelwano sokusebenza besisima ngosuku esife ngalo.

(4) Lanxa isigatshana (2) lo (3) zilezinqumo ezizethulayo, akula imali ephiwa isisebenzi ekupheleni komsebenzi ezabhadalwa izisebenzi, kusetshenziswa izinhlelo eziqhutshwe ngumqhatshi, ezililungelo lokuphiwa imali Luhlelo Lwepentsheni Oluzimeleyo (olubhaliswe njengesikhwama sepentsheni ngaphansi kweziqondiso Zomthetho Wesikhwama Sepentsheni Lomhlalaphansi [*Isahluko 24:09*]) olutholisa inzuzo ezingekho phansi kwalezo ezethulwe kulesi isigaba. Nxa kuyikuthi umqhatshi kazange abe lohlelo lokuhlawula kunhlanganiso zepentsheni ezizimeleyo kanye lakupentsheni ye*National Social Security Authority* Lezinye Izinhlelo Zenzuzo, isisebenzi kufanele sihlawulwe imali ephiwa isisebenzi ekupheleni komsebenzi.

(5) Isisebenzi esifika iminyaka yokuzalwa engamatshumi ayisithupha silakho ukumiswa umsebenzi ngumqhatshi.

(6) Ngemva kokuthatha umhlalaphansi, isisebenzi kufanele sihlawulwe yonke imali yeholo laso, imali yamalanga ekhefu



lezisebenzi lokuyaphumula lezimali eziphiwa isisebenzi ekupheleni komsebenzi okufanele siziphiwe kulandelwa isigatshana (2).

*Ukutholakala lula kwesivumelwano*

26. Wonke umqhatshi kufanele abone ukuthi Isivumelwano lesi kanye lenguquko zaso zonke zisegcekeni endaweni efinyeleleka lula yizisebenzi zonke.

*Izinqumo Zokuziphatha Emsebenzini*

27. (1) Izinqumo Zokuziphatha Emsebenzini zeKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Izinqumo Zokuthonisa Amacala Lengqubo Yokulungisisa Ukungasuthiseki ezibekwe kuLuhlu Lwesikhombisa kulesi isivumelwano kufanele zibe yizinqumo zokuziphatha kubhizimusi lezokulima njalo ziyisibopho kubaqhatshi lezisebenzi zonke kubhizimusi leli:

Nxa kuyikuthi inhlanganiso ephakathi kwebhizimusi lezokulima yamukele izinqumo zokuziphatha emsebenzini ezihambelana lenhlanganiso njalo lokuthi izinqumo zokuziphatha lezi zizahlala zihambelana leKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Izinqumo Zokuthonisa Amacala Lengqubo Yokulungisisa Ukungasuthiseki..

(2) Kulandelwa isigatshana (1), zonke izindaba eziphathelane lokulungisisa amacala lezikhhalazo zizalungiswa kulandelwa Izinqumo Zokuziphatha Emsebenzini zeKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Izinqumo Zokuthonisa Amacala Lengqubo Yokulungisisa Ukungasuthiseki njengokwethulwe Kuluhlu Lwesikhombisa, njalo ezinye izindaba eziphathelane lamacala lezikhhalazo ezingaphathwanga ngokucacileyo Kuzinqumo zizakhangela wengandlela elandela izifiso lenhloso Zezinqumo.

*Izimali okumele zibhadalwe ekhansilini*

28. (1) Izimali okumele zibhadalwe ekhansilini zihlanganisela ezihlawulwayo njengokubekwe yiKhansili njalo zivunye Ngumphathintambo njalo lezo izimali kufanele zibhadalwe kuKhansili ngumqhatshi lezisebenzi zonke ezikubhizimusi ukuze isebenze ukufeza injongo ezethulwe Kusisekamthetho seKhansili.

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(2) Ngenyanga inye ngayinye abaqhatshi bonke kufanele bagcwalise njalo babuyisele eKhansilini:

- (a) ifomu eyethulwe Kuluhlu Lwesine (njalo/kumbe yiloba yiliphi ifomu elidingwa yiKhansili);
- (b) inhlawulo efaneleyo kumbe ubufakazi benhlawulo eyenziweyo;
- (c) isifinco sokubhadalwa kwezisebenzi; njalo
- (d) yiloba yiphi imibhalo engafunwa yiKhansili ngezikhathi ezitshiyeneyo.

*Ukukhululwa*

29. Ikomiti yeKhansili Ekhangela Ngokukhululwa, izimele njalo ilandela imigomo lemibandela ebona ifanele, ingabhala ikhulula umqhatshi kumbe isisebenzi kuloba yiziphi izinqumo Zesivumelwano lesi ngezizatho ezibona zifanele. Lokhu ukukhululwa kulakho ukwesulwa kumbe ukuguqulwa yiKomiti yeKhansili Ekhangela Ngokukhululwa ngokubona kwayo nxa kuyikuthi Ikomiti yeKhansili Ekhangela Ngokukhululwa izanika amacele athintekayo ithuba lokulalelwa ingakenzi isinqumo sayo sokwesula kumbe ukuguqula isivumelwano.

*Izizeziso*

30. Isivumelwano lesi sigcizelela isigaba 82(3) soMthetho Wezisebenzi [*Isahluko 28:01*] esithi—

“(3) Yiloba nguwuphi umuntu ongaphansi kwesibopho Sesivumelwano Sokuxoxisana Ngokuhlanganyela owehluleka ukusilandela, kungela kukhululwa kwezinye iziqondiso aziphiweyo ukuze asilandele—

- (a) uphatha umsebenzi ngendlela engaqondanga engadinga ukulungiswa kulandelwa Ingxenye XII; njalo
- (b) ulecala njalo ulakho ukuhlawuliswa imali engadluli ibanga 7 kumbe ukubotshwa okwesikhathi

esingedluli iminyaka emibili kumbe kokubili  
ukuhlululwa lokubotshwa.”

*Isiqinisekiso*

31. Ngemva kokuba icele labaqhatshi selivumelane lecele  
lezisebenzi njengokwethulwe lapha, abameli beKhansili abaqanjwe  
ngaphansi baqinisekisa ukuthi okungaphezulu yiso isivumelwano  
esenziweyo.

Ngosuku luka13 Mpandula 2021 eHarare.

F. ZONDO,  
Umgcinisihlalo.

T. NYIRENDA,  
Umsekelo kaMgcinisihlalo.

D. MADYAUSIKU,  
Umaqhuzo Wenkampani.

ULUHLU LWAKUQALA

UKUGATSHANISWA

Kulandelwa ezinye izivumelwano zokuxoxisana ngokuhlanganyela  
ezinziwa yiNEC Yezokulima ngokugatshaniswa kwezisebenzi, imisebenzi  
kumabhezimusi ezokulima izagatshaniswa ngendlela elandelayo:

***Ibanga A1***

Isisebenzi esikhangele ngokuhlanzwa kwezambuzi/ngokuhlanzeka

Isisebenzi esilungisa amabhelo otshani

Isisebenzi esilungisa/esigoqa amabhokisi

Isisebenzi esibona ngokugcinwa kuhle kwezakhiwo (emabhezimusi  
amapulanka)

Isisebenzi esigeca imfe yetshukela

Isisebenzi esibutha imfe yetshukela

Isisebenzi senkantini/semabhawa

Isisebenzi esigezisa izinyamazana ezihlinziweyo

Isisebenzi esisebenza ngamaketane

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Isisebenzi esinika amaketane  
Isisebenzi esihlanza indawo  
Isisebenzi esifaka amalahle embawuleni  
Isisebenzi esikhangela indlu eyifiriji/Isisebenzi esikhangela amafiriji  
Isisebenzi esihlanza indlu eyifiriji  
Isisebenzi senkomponi  
Isisebenzi esikhangela izilimo  
Isisebenzi esilinda izilimo/Isisebenzi esilindayo  
Isisebenzi sokukhipha amaxolo  
Isisebenzi esihlanza amadiramu  
Isisebenzi esikhangela ithala lokuchaya okuwonyiswayo  
Isisebenzi esidobha amaqanda  
Isisebenzi esivunayo  
Isisebenzi esihlanza epulazini  
Isisebenzi esilungisa uthango  
Isisebenzi sengadini  
Isisebenzi esincedisa emisebenzini ehlukeneyo  
Isisebenzi esincedisa emisebenzini ehlukeneyo –Isisebenzi esisebenzisa amaketane  
Isisebenzi esincedisa emisebenzini ehlukeneyo– Isisebenzi esigeca imfe yetshukela  
Isisebenzi esihlanza iguma  
Umelusi  
Isisebenzi esitshuka izikhumba  
Isisebenzi esisebenzisa imitshina yokuphakamisa lokwehlisa impahla  
Isisebenzi esihlaba amajekiseni  
Isisebenzi esihlamba impahla/Isisebenzi esihlamba izitsha  
Isisebenzi esamukela izifuyo/Isisebenzi esibutha izifuyo  
Isisebenzi esibhala ngokungena lokuphuma kwezikepe  
Isisebenzi esifaka umquba emasakeni  
Isisebenzi esikhangela ngokuphathwa kwenyama  
Isisebenzi esiqoqa izifuyo ezifileyo  
Isisebenzi esilungisa amambule  
Isisebenzi esinakekela inhlanyelo  
Isisebenzi esinakekela inhlanyelo (izihlahla)  
Isisebenzi sokuhlamba ezangaphakathi

Isisebenzi esipha intshe ukudla  
Isisebenzi sokupakitsha (singehlukanisi ngohlonzi)  
Isisebenzi esikhangela okulinywe khona  
Isisebenzi esikhangela ngokufakwa kwezinto ezigabeni zazo  
Isisebenzi esiphatha irezini  
Isisebenzi esisaha izihlahla  
Isisebenzi esebenzisa umtshina okuphala sikhapha ingcekeza endaweni engafunakali khona  
Isisebenzi sokuthandulula isilika ekumacocoon  
Isisebenzi esifuya izibungu ezilungisa isilika  
Isisebenzi esihlanza amadamu esilayimu  
Isisebenzi esigcina amabhiza omjaho  
Isisebenzi esikhapha amaxhakela kuzilimo  
Isisebenzi esilobudlelwano obuhle lezinye  
Isisebenzi esisiphuna ezinye izilimo ukuze kungabi lokuminyana  
Isisebenzi esibuthelela izigodo  
Isisebenzi esibonwa ngokubekwa kwezigodo ngendlela eqondileyo  
Isisebenzi esilayitsha izigodo  
Isisebenzi esiqoqa izigodo  
Isisebenzi sesivini  
Isisebenzi esibutha ingcekeza yamakhasi  
Isisebenzi esilindayo  
Isisebenzi esikhapha inofi ezihlahleni (Izigodo)  
Isisebenzi esilungisa iwayini  
Isisebenzi esikhangela indawo yokusebenzela

### ***Ibanga A2***

Isisebenzi esincedisana lengcwethi yomsebenzi  
Isisebenzi esincedisana lengcwethi yezamagetsi  
Isisebenzi esincedisana lofuya inyosi  
Isisebenzi esebenzisa umtshina wokubhora izikhala lokugebha amagodi  
Isisebenzi esivala amasaka  
Isisebenzi esithwala ibhasikiti  
Isisebenzi esigezisa inyoni  
Isisebenzi esithontisa igazi lenyamazana ehlinziweyo  
Isisebenzi esikhangela ibhoyila lokubilisa amanzi ezindlini  
Isisebenzi esincedisana lomakhi  
Isisebenzi esisika inyama yesifuba

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Isisebenzi esihlanganisa amahlumela  
Isisebenzi esamukela inyanda  
Isisebenzi esikhangela amathole  
Isisebenzi esiquma umzimba wenyamazana efileyo/esigezisa ezangaphakathi  
Isisebenzi esincedisa umakanika wesaha yeketane  
Isisebenzi esibona ngamalahle  
Umuntu osebenza ngokwamalahle  
Umabhalane wenhlelo zebhizimusi  
Isisebenzi esiquma inyama yenkukhu  
Isisebenzi esenza imisebenzi ephathelane lenkukhu  
Isisebenzi esilengisa inkukhu ukuze ziqunywe  
Isisebenzi esehlukanisa inyama lamathambo enkukhu ngomtshina  
Isisebenzi esehlukanisa inkukhu/amatsiyane ngezimo ezithile  
Isisebenzi esinakekela umntwana/Abakhubazekileyo/Asebekhulile  
(esenza loba esingenzi imisebenzi yangekhaya)  
Isisebenzi esibophanisa izigodo ukuze zihuduleke kumbe zithwaleke  
Isisebenzi esigabanisa intanga zekofi  
Isisebenzi esisanda ukuqalisa umsebenzi wokupheka/Esifundela ukupheka  
Isisebenzi esisanda ukuqalisa umsebenzi wokupheka/Esifundela ubuweta  
Isisebenzi esilungisa umvundiso  
Isisebenzi esikhangela ibhanti lokuthutha impahla  
Isisebenzi esincedisa osebenzisa izitofu  
Isisebenzi esibala izinto  
Isisebenzi esincedisa ekusetshenzisweni kwekhireyini  
Isisebenzi esipakitsha/esibona ngokwenyama yengwenya  
Isisebenzi sokuvuna izilimo  
Isisebenzi esisikayo/esipakitshayo  
Isisebenzi esikhipha amahlamvu lengatsha ezincane  
Isisebenzi esifafaza umuthi wokubulala amagcikwane  
Isisebenzi esincedisa obona ngokuphuma kwezinto  
Isisebenzi esibona ngokuphuma kwezinto-esibona ngokwamaqanda  
Isisebenzi esiphekela izisebenzi  
Isisebenzi esivuba inhlama  
Isisebenzi esiquma izicholo zenkukhu  
Isisebenzi esidobha/esibutha amaqanda

Isisebenzi esamukela amaqanda  
Isisebenzi esikhipha ezangaphakathi  
Isisebenzi sefekitali  
Isisebenzi esifaka insiba lenzipho zenkukhu okugayiweyo emgodlweni  
Isisebenzi esikhipha insiba eziyabe zisalele enkukhwini  
Imbiza yokupheka insiba lenzipho zenkukhu/Isisebenzi esipakitsha insiba lenzipho zenkukhu  
Isisebenzi esamukela inhlanzi  
Isisebenzi esiphatha ukudla  
Isisebenzi esibona ngokuthelezela izilimo kusetshenziswa imigelo  
Isisebenzi esilinda egedini  
Isisebenzi esifaka ezangaphakathi phakathi kwezidumbu zenkukhu  
Isisebenzi esehlukanisa ngezigaba  
Isisebenzi esehlukanisa ngezigaba/Isisebenzi esidobhayo  
Isisebenzi esiphatha amabhiza l  
Isisebenzi esilnadayo  
Isisebenzi esibona ngemitshina yokuchamisela amaqanda  
Isisebenzi osebenzisa umtshina wokuvala amasaka kumbe amapulasitiki ngokutshisa  
Isisebenzi esifafaza umuthi wokubulala ukhula  
Isisebenzi esibona ngomtshina wokulolonga izigodo  
Isisebenzi esigcina indlu  
Isisebenzi sendlini  
Isisebenzi esilungisa ama-ayisi.  
Isisebenzi sokuthelezela (ukufafaza)  
Isisebenzi esiphathisa embawuleni yokomisa amapulanka  
Isisebenzi esincedisa elabhorithari (emabhezimusini ezigodo)  
Isisebenzi esigoqa inyawo lempiko zenkukhu  
Isisebenzi esilayitshelayo/esisebenzisa umtshina wokuvuna izilimo/esipha izifuyo ukudla/Isisebenzi/esithwala izikhwama  
Isisebenzi esincedisa erolini/kuveni  
Isisebenzi esilungisa okufileyo  
Isisebenzi esiquma inyama  
Isisebenzi esipakitsha inyama  
Isithunywa  
Isisebenzi esisengayo  
Isisebenzi sokusika amakhowa  
Isisebenzi esivuna amakhowa  
Isisebenzi esiqoqa ezangaphakathi

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Isisebenzi esithunyuwa ukwenza imisebenzi etshiyeneyo ewofisini  
Isisebenzi esikhangela ngokudla kwezinja labomangoye  
Isisebenzi esicutha inkukhu  
Isisebenzi esincedisa ofaka lokulungisa impompi  
Isisebenzi esicutha lokuquma inkukhu ibe zingxenywe  
Isisebenzi esisebenzisa umtshina wokuhlanganisa  
Isisebenzi esincedisa emtshineni wokuhlanganisa  
Isisebenzi esilungisa izikotsho  
Isisebenzi esikhangela inyamazana epulazini  
Isisebenzi esamukela izinto  
Isisebenzi esilungisa amasoseji  
Isisebenzi esincedisa esitolo esilungisisa amasaha  
Isisebenzi esincedisa ukukala  
Isisebenzi esilima ngokuthelezela esikolo  
Isisebenzi esihlinzayo/Isisebenzi esisubulayo  
Isisebenzi esigezisa inkukhu ngomtshina  
Isisebenzi esifafazayo  
Isisebenzi esikhama ulutho oluthile  
Isisebenzi esiphekela ezinye izisebenzi  
Isisebenzi esikhangela lapho okugcinwa impahla  
Isisebenzi esiqalekisa inyamazana ingakabulawa  
Isisebenzi esigabanisa izilimo ngobukhulu langohlonzi  
Isisebenzi esiquma inzipho zenkukhu  
Isisebenzi esincedisa ekuhambeni kwenqola edonswayo  
Isisebenzi esihlaba inkukhu amajekiseni/Isisebenzi esiquma imilomo yenkukhu  
Isisebenzi esihlola amanzi asekhona endaweni lapho inyamazana ezinatha  
amanzi

***Ibanga A3***

Isisebenzi esincedisa ekusebenziseni umtshina oyisaha (emabhizimusi  
ezigodo)  
Isisebenzi esilolonga amabhodi ngomtshina  
Isisebenzi esilolonga izigodo ngetshipha khanta  
Isisebenzi esisebenzisa isaha ekufuremi  
Isisebenzi sekamelweni  
Isisebenzi esilungisa amabhayisikili afileyo



Isisebenzi esincedisa/esikhangela ibhoyila (emabhizimusini awezigodo)  
Isisebenzi esisebenza umtshina wokuquma utshani  
Isisebenzi esikhangela umtshina wokufaka ukudla emagabheni  
Isisebenzi senkantini  
Isisebenzi esisebenzisa isaha yeketane ukuquma inquma  
Isisebenzi esihlola ukugatshaniswa kwezinto/izinga lezinto  
Isisebenzi esihlanganisa imithi  
Isisebenzi esisebenzisa itshipha phaneli  
Umabhalane 1  
Ipholisa lenkomponi  
Isisebenzi esisebenzisa umtshina wokuhlanganisa ikhonkirithi  
Umpheki  
Isisebenzi esiphala izikhumba zengwenya  
Isisebenzi sezibayeni zengwenya  
Isisebenzi esikhangela lapho okugcinwa khona ingwenya  
Isisebenzi esisebenzisa umtshina wokwethula impahla ezelekanisiweyo  
Isisebenzi esincedisa obona ngokuphuma kwezinto (emabhizimusini ezigodo)  
Isisebenzi salapho okonyiswa izinto/sembawuleni  
Isisebenzi esisebenzisa umtshina wokukhipha amathambo enhlanzi  
Isisebenzi esisebenzisa umtshina wokuhlanganisa amaplanka  
Isisebenzi esisebenzisa umtshina wokuqedisa umsebenzi  
Isisebenzi esikhangela inhlanzi/esihlola ubulili benhlanzi  
Isisebenzi esigola inhlanzi  
Isisebenzi esilinda igusu  
Isisebenzi esibona ngokuphathwa kwenhlanzi kusukela iliqanda ize iyethengiswa/Isisebenzi esibona ngokuphathwa kwenhlanzi yohlobo lwetrou  
Isisebenzi esihlola inyamazana zasendle  
Isisebenzi esinamathisela amapulanka ngeglu  
Isisebenzi salapho okugcinwa khona iglu  
Isisebenzi esiphatha amabhiza 2  
Isisebenzi esisebenzisa umtshina wokugaya/esikhangela imbiza yokupheka isoya  
Isisebenzi esikhangela ibhokisi elokuvuthisa ukudla  
Isisebenzi sesilisa esenza imisebenzi ehlukeneyo yezindlini  
Isisebenzi esisebenza ukuthelezela izilimo (ngomtshina ofafaza ubhoda lokuthontisela)  
Isisebenzi esibhala njalo sinamathisela amabizo ezintweni  
Isisebenzi esilawula ukufakwa kwezigodo embawuleni

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Isisebenzi esithengisa izigodo/Isisebenzi esilolonga amacele ezigodo  
Isisebenzi esibona ukuthi umtshina usebenza kuhle  
Isisebenzi esibona ukuthi umtshina usebenza kuhle (umtshina wokwehlukanisa izithelo ngobukhulu bazo)  
Isisebenzi esisebenzisa umtshina othile  
Isisebenzi esisebenzisa umtshina ogaya inyama  
Isisebenzi esikhangela itanka lokuhlanganisa  
Isisebenzi esihlola uhlonzi lwamakhowa  
Isisebenzi esiluka amambule  
Isisebenzi esenza imisebenzi ehlukeneyo eyewofisini/ukufothokhophla/ukuphindaphinda ufanisa lokunye (emabhizimusi ezigodo)  
Isisebenzi esibuthanisa okuthengiweyo  
Isisebenzi esikhangela ngokufuywa kwezintshe  
Isisebenzi esikhangela amatsiyane entshe/Isisebenzi esigcina intshe/Isisebenzi esigcina amatsiyane entshe  
Isisebenzi esisebenzisa umtshina wokulondoloza uchago  
Isisebenzi esisebenzisa umtshina olungisa amapelethi  
Isisebenzi esikhipha amathambo enhlanzi  
Isisebenzi esithelezela ngomtshina ofafaza ubhoda  
Isisebenzi esibhala amabhakani eminingwana yokulinyiweyo  
Isisebenzi esilawula ngengqubo yomsebenzi  
Isisebenzi esikhangela umtshina olungisa *ipulp*/Isisebenzi esamukela incingo zenkampani siziqondise ebantwini abafaneleyo  
Isisebenzi esilungisa *ipulp*/Isisebenzi esilungisa *ipulp* yamaqanda  
Isisebenzi esihlola uhlonzi/Isisebenzi esihlola amahlamvu/Isisebenzi esihlola ukuba luhlaza kwamahlamvu  
Isisebenzi esikalayo  
Isisebenzi esigcina isikolo  
Isisebenzi esisebenzisa umtshina ophatha, ohlela kumbe olungisa insimbi ezindala  
Isisebenzi esilindayo (kubhizimusi lezigodo)  
Isisebenzi esigezisa intanga zenhlanganyelo  
Isisebenzi esiphatha isilika  
Isisebenzi esisikelelayo  
Isisebenzi esisebenzisa umtshina wokuhlanganisa ukudla kwezifuyo  
Isisebenzi esihlanganisa ukudla kwezifuyo

Isisebenzi esincedisa ogcina impahla endlini yokugcinela  
Umabhalane obona ngokukhitshwa kwempahla endlini yokugcinela  
(kubhizimusi lezigodo)  
Isisebenzi esibala impahla ezingenayo leziphumayo  
Umabhalane obala impahla ezingenayo leziphumayo (kubhizimusi lezigodo)  
Isisebenzi esisebenzisa umtshina wokuphungula amahlamvu lengatsha  
Isisebenzi esilungisa lokufaka amathaya  
Isisebenzi sezempilakahle esigabeni (kubhizimusi lezigodo)  
Uweta wesifazana/Uweta wesilisa/Ophekayo  
Isisebenzi esincedisa ukuhlola uhlonzi lwamanzi  
Umabhalane webholoho lokukala isisindo sezimota lezitimela  
Umabhalane walapho okulungiswa khona izigodo ezimanzi (kubhizimusi  
lezigodo)  
Isisebenzi esincedisa endaweni yokusebenzela lomabhalane opha amafutha  
ezimota (kubhizimusi lezigodo)

***Ibanga B1***

Isisebenzi esifaka izigodo umuthi ukuze zingaboli (kubhizimusi lezigodo)  
Isisebenzi esisebenzisa isaha engumtshina  
Isisebenzi esifuya inyosi  
Isisebenzi sokusika inyama lokugezisa isaha engumtshina wokusika inyama  
Isisebenzi esisebenzisa ibhoyila  
Isisebenzi esilungisa ibhatha  
Isisebenzi esikhokhela epulazini lemfe yetshukela 1  
Isisebenzi esiloba ukungena lokuphuma kwempahla (kubhizimusi lezigodo)  
Isisebenzi esisebenzisa isaha yeketane ukuquma izihlahla  
Isisebenzi esilungisisa isaha yeketane/esincedisa ukulungisisa isaha yeketane  
Isisebenzi esihlola isisindo sempahla  
Isisebenzi esenza itshizi  
Umabhalane 2  
Umabhalane/Isisebenzi esithayiphayo (kubhizimusi lezigodo)  
Isisebenzi esihlola ikofi  
Isisebenzi esibala izinto  
Isisebenzi esisebenzisa ikhireyini/igantri  
Isisebenzi esisebenza ekhireshi  
Isisebenzi esihlola izilimo  
Isisebenzi esiwomisa igwayi  
Isisebenzi esithengisa esitolo sezikiriyo  
Umabhalane wokukhitshwa kwempahla (kubhizimusi lezigodo)

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Isisebenzi esisebenza umtshina wokubhora

Umabhalane obona ngokungena lokuphuma kwezinto eziwomileyo

Isisebenzi esisebenzisa umtshina wokubulala amagcikwane lamajemusi ngokufutha

Isisebenzi esisebenzisa umtshina wokubulala amagcikwane lamajemusi ngendlela ezitshiyeneyo

Isisebenzi sezempilakahle epulazini

Isisebenzi esihlala phezulu komphongolo sikhangele ngokuqhamuka komlilo

Isisebenzi esipha usizo lwakuqala/esincedisa umongikazi (kubhizimusi lezigodo)

Isisebenzi esilungisa inhlanzi/Oxabayo

Isisebenzi esigola inhlanzi

Umtshayeli womtshina wokugebha lokulayitsha inhlabathi

Umtshayeli womtshina wokuphakamisa lokulayitsha impahla/wokulayitshela emaceleni

Isisebenzi esisebenzisa umtshina wokugebha lokulayitsha inhlabathi

Isisebenzi esiphatha amabhiza 3/Isisebenzi esifundisa amabhiza silungiselela umjaho othile

Isisebenzi esipheka endlini yezethekeli

Isisebenzi esilungisisa izinto ezitshiyeneyo

Isisebenzi esisebenzisa umtshina wokuchamisela

Isisebenzi sembawuleni yokomisa

*ULance corporal*

Umtshayeli wemota ezincane (kubhizimusi lezigodo)

Isisebenzi esisebenza umtshina wokuthwala izigodo

Isisebenzi esikhangele ngokulondolozwa kwempahla 1

ongahlolwanga kumbe ongafakwanga esigabeni kodwa elamakhono emisebenzi yezindlini: ephathelane lamagetsi ezimota; ukukhanda insimbi; ukwenza amabhoyila; ezokubaza; ezokwakha; ukwakha ngezitina zingenaniswa; okwamagetsi; ifekithali, ukulungisa imitshina yefekithali; ukusinda ngesamende; ukufaka amagilazi; ukulungisa umtshina wegetsi wokukhuphukisa abantu; umtshina; ukusinda *ngemastic asphalt*; ukusebenzisa imitshina; okusebenzisa imitshina (ukulungisa imitshina yokukala); ukupenda/ukucecisa; ukubhada ngesamende; ukufaka lokulungisa impompi/ukufaka impompi zokuhambisa amanzi lengcekeza; ukufaka izikalali endaweni zokusebenzela; ukufaka okokusebenzisa esitolo, ukupenda ngokufafaza/ukuqondisa amazenge emota ngokuwakhanda; ukwakha ngamatshe; ukusinda ngamatshe alolongiweyo njalo acecisiweyo lokwakha

imiduli elungele ukugcina imitshina lokufaka amathayila; ukukhanda amazenge/osebenza ukucaza amazenge; ukunusela/ukucecisa ngokupenda ngensimbi; ukulungisa izigodo ngemitshina;

Umabhalane okhangele ngokulondolozwa kwempahla

Umabhalane okhangele ngokulondolozwa kwempahla okuhleliweyo (kubhizimusi lezigodo)

Isisebenzi esincedisa ngokuhlela umsebenzi

Isisebenzi esilawula insimu yezihlahla (kubhizimusi lezigodo):

ezokulima

ezokuxhumana

ukuvikela umlilo

lapho okuhlanyelwa izihlahla lamaluba awokwenza irezini

ukulawulwa kokuhlanyelwa kwezihlahla ezezigodo zebhizimusi

ukuhlakula/ukusiphuna ukhula

ukuqoqa incezu zezigodo

Isisebenzi esehlukanisa izigodo ngohlonzi lwazo

Isisebenzi esamukela abantu/isisebenzi esamukela incingo

Ofolomani balapho okuqunywa khona izigodo:

lapho okugcinelwa khona impahla enengi

ukukhutshwa

ukulayitsha

ukuphatha imitshina emikhulu yokulayitsha lokwethula impahla okhunjini

indawo yokugcinela okuvuniweyo

umtshina wokulinganisa amacele

isakhiwo esikhulu sokugcinela impahla zingakakhitshwa ukuyathengiswa

Isisebenzi esisebenzisa umtshina osahayo:

isaha engumtshina

isaha yamabhodi

umtshina wokulolonga amacele ezigodo

isaha eyindingilizi

isaha esika inquma

umtshina wokukhipha amaxolo

umtshina wokuhlanganisa amapulanka

umtshina wokulolonga izigodo

isaha yokuquma izigodo kulandelwa ubude bazo

umtshina wokubhora

umtshina wokulolonga izigodo

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Isisebenzi esibopha izigodo ezithuthwayo

Omkhulu oncedisa elabhorithari (kubhizimusi lezigodo)

Isisebenzi esibhala amabhakane

Isisebenzi esisebenzisa i*Skyline* kumbe i*High lead* ukuthwala  
izigodo zisiya endaweni ezilungiswa khona

Isisebenzi esiloba ukungena lokuphuma kwempahla (kubhizimusi lezigodo)

Isisebenzi esithungayo

Isisebenzi esithengisa impahla ngocingo

Isisebenzi esisebenzisa umtshina wokuvuna izihlahla endaweni  
engafinyelelekiyo

Isisebenzi esamukela incingo lokuziqondisa lapho eziya khona

Isisebenzi esehlukanisa izigodo ngohlonzi lwazo

Isisebenzi esihlola uhlonzi lwezigodo

Isisebenzi eseluleka ezinye izisebenzi mayelana lesikhathi/Isisebenzi  
esilimukisa ngesikhathi

Isisebenzi esisebenzisa igireda edonswayo

Umtshayeli wethalakitha edonsa inqola

Umtshayeli wethalakitha (kubhizimusi lezigodo)

Isisebenzi esithengisa esitolo

Isisebenzi segireda yeTRU (kubhizimusi lezigodo)

Isisebenzi esilungisa lokufaka amathaya (kubhizimusi lezigodo)

Isisebenzi esibhala isilinganiso samanzi

Isisebenzi esihlola uhlonzi lwamanzi

Umabhalane obona ngokulungiswa kwekofi (kubhizimusi lezigodo)

***Ibanga B2***

Umtshayeli wesikepe

Isisebenzi esikhokhela epulazini lemfe yetshukela 2

Ofolomani

Omkhulu kwezokuhlinza

Isisebenzi esisebenzisa itshipha khanta

Umabhalane 3

Ukoporo

Ukoporo (ukuhlola lokulandelela)

Isisebenzi esikhangela umtshina wokuchamisela amaqanda engwenya

Ufolomani wezokukhitshwa kwamaxolo

Umtshayeli (wezimota ezincane)

Ufolomani wendawo yokuchaya izilimo/wefekithali

Isisebenzi esisebenzisa umtshina wesaha wokuquma izigodo

Isisebenzi esikhokhela iqembu lezisebenzi

Isisebenzi esikhokhela abagola inhlanzi

Isisebenzi esikhokhela abaphatha amabhiza

Isisebenzi esikhokhela abalindayo/ukoporo

Isisebenzi esitshayela izimota ezinkulu (kubhizimusi yezigodo)

Isisebenzi esithengisa ekhiyosiki/esitolo

Isisebenzi esincedisa elabhorithari

Ofolomani

Isisebenzi esikhangelana ngokulondolozwa lokulungiswa kwemitshina yokusebenzisa 2 kumbe yonke imisebenzi efundelweyo (isigaba 4)

Isisebenzi esihlanganisa inhlobonhlobo yezilimo ngezilinganiso eziqondileyo

Isisebenzi esisebenzisa umtshina wokuqondisa izigodo zime ngendlela efaneleyo

Isisebenzi esisebenzisa umtshina wokuchamisela amaqanda entshe

Umabhalane okhangela okulungiswayo (kubhizimusi yezigodo)

Umabhalane okhangela ngokuqoqwa kokulungisiweyo lencezu zezigodo (kubhizimusi yezigodo)

Isisebenzi esisebenzisa umtshina wokupheka okungadliwayo okwenyamazana kube ngokusebenzayo

Isisebenzi esikhokhela uhlangothi

Isisebenzi esilungisa imitshina

Isisebenzi esithengisa esitolo

Isisebenzi esihlinza inyamazana lokulungisisa izikhumba ukuthi zibe sanyamazana ephilayo

Umtshayeli wethalakitha (edonsa okusetshenziswa epulazini)

Umtshayeli wethalakitha (kuhlangothi lwezokulima imfe yetshukela)

Umabhalane okhangele ngezimota lokuthwalwa kwempahla (kubhizimusi yezigodo)

Othayiphayo/isisebenzi esamukela izethekeli

Isisebenzi ezenhlalakahle

### ***Ibanga B3***

Isisebenzi esilobuciko bomsebenzi wezandla

Isisebenzi esincedisa osebenza elabhorithari

Isisebenzi esincedisa usaveya

Umakhi

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eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)

- Isisebenzi esitshayela ugandaganda operator (kubhizimusi yezigodo)
- Isisebenzi esikhokhela epulazini lemfe yetshukela 3
- Ikilasi 4 isisebenzi esilamakhono ezinga eliphansi/Isisebenzi esilungisisa izinto ezitshiyeneyo (kubhizimusi yezigodo):
  - Isisebenzi esilungisa amagetsi ezimota
  - Isisebenzi esisebenzisa ibhoyila
  - Isisebenzi esilungisa okwamagetsi
  - Isisebenzi esilungisa imitshina
  - Umanika
  - Isisebenzi esipendayo
  - Isisebenzi esifaka amaphayiphi lokulungisa impompi/Isisebenzi esilungisa amasaha
  - Isisebenzi esinuselayo
- Umabhalane 4
- Isisebenzi esifaka imininingwana kukhompuyutha (kubhizimusi yezigodo)
- Isisebenzi esisebenzisa umtshina wokuvuna (imfe yetshukela)
- Isisebenzi esikhokhela epulazini lenkomo zochago
- Isisebenzi esilungisa okwamagetsi
- Umtshayeli womtshina wokugebha lokulayitsha inhlabathi (kubhizimusi yezigodo)
- Isisebenzi esithela amafutha ezimoteni
- Isisebenzi esilawula ukuqoqwa lokuhanjiswa kwezigodo esezilungele ukusebenza
- Isisebenzi esenza imisebenzi ehlukeneyo kwezokuxhumana
- Umeli wezempilakahle
- Isisebenzi esilawula ngezokuhlazeka
- Isisebenzi esilungisa okutshiyeneyo (kubhizimusi yezigodo)
- Isisebenzi esikhangelana ngokulondolozwa lokulungiswa kwemitshina yokusebenzisa 3 kumbe yonke imisebenzi efundelweyo (isigaba 3)
- Umanika
- Isisebenzi esebenzisa umtshina ohlola ukuqina kwezigodo
- Isisebenzi esisebenzisa igireda elenjini
- Umsizi wabomongi
- Ufolomani wokulungiswayo
- Isisebenzi esifaka amaphayiphi lokulungisisa impompi
- Ukopo wabalindayo/Ufolomani (kubhizimusi yezigodo)



Umabhalane omkhulu (kubhizimusi yezigodo)  
Isisebenzi esikhulu esincedisa elabhorithari  
Isisebenzi esisebenzisa umtshina wokukhipha izihlahla eziqunyweyo  
Isisebenzi salapho okugcinwa impahla  
Isisebenzi esinuselayo  
Isisebenzi esincedisayo kunhlelo zenhlalakahle yezisebenzi  
Umcebisi wabesifazana

***Ibanga B4***

Isisebenzi sesilisa esikhangela abantwana besikolo emadomu  
Isisebenzi sesifazana esikhangela abantwana besikolo emadomu  
Umtshayeli kagandaganda  
Ufolomani webhutsha  
Isisebenzi esikhokhela epulazini lemfe yetshukela 4  
Isisebenzi esamukela imali (kubhizimusi yezigodo)  
Umakanika wesaha yeketane  
Omkhulu wabomabhalane (kubhizimusi yezigodo)  
Ikilasi 3 isisebenzi esilamakhono awezinga eliphansi/Isisebenzi esenza imisebenzi etshiyeneyo (kubhizimusi yezigodo):  
    isisebenzi esibona ngamagetsi emota  
    isisebenzi esisebenzisa ibhoyila/esilungisa imitshina yefekithali  
    isisebenzi esilungisa okwamagetsi  
    isisebenzi esihlanganisa umitshina wefekithali  
    umakanika  
    isisebenzi esifaka amaphayiphi lokulungisa impompi  
    isisebenzi esilungisa amasaha  
    isisebenzi esilungisa imitshina efekithali  
    isisebenzi esinuselayo

Umabhalane 5  
Umtshayeli womtshina wokuvuna  
Unobhala wendaba eziyimfihlo  
Umtshayeli (wemota ezinkulu)  
Unobhala wepulazi (kubhizimusi yezigodo)  
Ufolomani wefekithali  
Ufolomani  
Umqondisi (ongela layisensi)  
Umtshayeli weroli  
Ufolomani okhangela ngokuphathwa kwempahla

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Isisebenzi esikhangela ngokulondolozwa lokulungiswa kwemitshina yokusebenzisa 4 kumbe yonke imisebenzi efundelweyo (Ikilasi 2)

Isisebenzi esehlukanisa inyama kusiya ngohlonzi lwayo

Isisebenzi esisebenzisa umtshina

Isisebenzi esikhangela ipulazi (kubhizimusi yezigodo):

isisebenzi esikhokhela izisebenzi zebhoyila

isisebenzi esikhangela ipulazi okulinywa izihlahla

umtshina wokugaya amabele

isisebenzi esikhokhela izisebenzi zalapho okugcinelwa okuwonyisiweyo

isisebenzi esikhokhela izisebenzi zembawula yokomisa

ukuvuna

isisebenzi esikhokhela izisebenzi zokuvuna

isisebenzi esikhokhela izisebenzi zokulungiswa kwerezini

isisebenzi esikhokhela izisebenzi zalapho okuqunywa khona izigodo

(kubhizimusi yezigodo)

isisebenzi esisebenzisa *iskylene* ukubona izimo zezilimo

isisebenzi esikhokhela izisebenzi ezigaya izilimo ezimanzi

Isisebenzi esiqeqetsha abasebenza lapho okuqunywa izigodo

Unobhala

Usayijeni/okhokhela abalindayo (kubhizimusi yezigodo)

Usayijeni

Usayijeni (ukuhlola lokulandelela)

Isisebenzi esikhokhela izisebenzi zalapho okugcinwa impahla

Isisebenzi esikhokhela izisebenzi

Isisebenzi esikhokhela ukugatshaniwa kwezigodo (kubhizimusi yezigodo)

Isitolo sokuthengisela (kubhizimusi yezigodo)

Umabhalane wendawo okusetshenzelwa khona/Isisebenzi esikhokhela lapho okugcinwa impahla (kubhizimusi yezigodo)

Umabhalane wesigaba

***Ibanga B5***

Isisebenzi esikhokhela epulazini lemfe yetshukela 5

Isisebenzi esamukela imali

Ikilasi 2 isisebenzi esilamakhono ezinga eliphansi/Isisebenzi esenza imisebenzi ehlukeneyo (kubhizimusi yezigodo):

isisebenzi esibona ngamagetsi emota  
isisebenzi esisebenzisa ibhoyila/esilungisa imitshina yefekithali  
isisebenzi esilungisa okwamagetsi  
isisebenzi esihlanganisa umitshina wefekithali  
umakanika  
isisebenzi esifaka amaphayiphi lokulungisa impompi  
isisebenzi esilungisa amasaha  
isisebenzi esilungisa imitshina efekithali  
isisebenzi esinuselayo

Isisebenzi esikhokhela ukucholwa kwekofi  
Unobhala wepulazi (kubhizimusi yezigodo)  
Isisebenzi esikhokhela izisebenzi zefekithali  
Isisebenzi esikhokhela izisebenzi ezilima epulazini  
Isisebenzi esibona ngokugcinakala kwamanzi echibini  
Isisebenzi esihlola inyama  
Isisebenzi esilawula uhlonzi lwempahla lezinsizakalo  
Inhloko yohlangothi  
Ufolomani omkhulu  
Umabhalane omkhulu okhangela okulungiswayo (kubhizimusi yezigodo)  
Usayijeni omkhulu  
Isisebenzi eseluka isilika  
Isisebenzi esikhokhela ezinye izisebenzi/Ufolomani omkhulu

***Ibanga C1***

Isisebenzi esikhokhela abakhi  
Isisebenzi esikhokhela abapheki  
Isisebenzi esikhokhela kwezokuthwalwa kwempahla  
Isisebenzi esikhokhela kwezokulima ngokuthelezela  
Isisebenzi esikhokhela elabhorithari  
Isisebenzi esikhokhela kwezokuvikela  
Isisebenzi esikhokhela osayijeni  
Isisebenzi esikhokhela kwezokuhamba  
Umabhalane wesikolo (kwezemali)

***Ibanga C2***

Umabhalane omkhulu wepulazi  
Umabhalane wepulazi  
Umphathi wabakhokheli bezisebenzi

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eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)**

Isisebenzi esikhangela ngokulondolozwa lokulungiswa kwemitshina yokusebenzisa 5 kumbe yonke imisebenzi efundelweyo (Ikilasi 1)

Isisebenzi esikhulu kwezokulondolozwa lokulungiswa kwemitshina

**ULUHLU LWESIBILI**

**IZIMALI ZOKWENGEZA PHEZULU KWEHOLO**

Ngaphezulu kweholo elibekiweyo, abaqhatshi bazakupha izisebenzi zabo izimali ezilandelayo zokwengeza phezulu kweholo, kulandelwa izimiso zaloba yiwuphi umthetho obekiweyo kumbe isivumelwano sokuxoxisana ngokuhlanganyela seNEC Yezokulima:—

<i>Zonke izimali zokwengeza phezulu kweholo zezigatshana Kumabhizimusi Ezokulima</i>	<i>Izimali zokwengeza phezulu kweholo ngenyanga ZWL \$</i>
<b><i>Uhlobo lwezimali zokwengeza phezulu kweholo</i></b>	
Inkambiso	Umqhatshi kumele abhadale isisebenzi imali esiyisebenzisileyo
Indawo yokuhlala	1,300
Amafutha emota	215
Okokukhanyisa	320
Ukusebenza lenja (kulezo izisebenzi okudingakala ukuthi zisebenze lezinja njengengxenywe yokuqhuba imisebenzi yazo)	Isilinganiso se-5 % seholo lesisebenzi elibekiweyo lenyanga
Umbhobho (kulezo izisebenzi okudingakala ukuthi zisebenzise imibhobho njengengxenywe yokuqhuba imisebenzi yazo)	Isilinganiso se-5 % seholo lesisebenzi elibekiweyo lenyanga
Ukuhamba lokudla	Umqhatshi kumele abhadale isisebenzi imali esiyisebenzisileyo

Phezulu kwalokhu, nxa umqhatshi lesisebenzi kubhizimusi lezokulima bevumelana ukuthi isisebenzi sizakwakhona indawo yokuhlala endaweni yomqhatshi, lapho esizahlala khona ngesikhathi sisebenza khonapho, umqhatshi uzabhadala lesi isisebenzi imali yokwengeza phezulu kweholo

ebhadalwa kanye eyokwakha indawo yokuhlala engekho ngaphansi kweholo laso elibekiweyo elensuku ezilitshumi lane ngesikhathi sokubhadala.

Ezinye Izimali Zokwengeza Phezulu Kweholo ezingakhulunyiswana ngazo kuKhansili zigoqela lezi kodwa kaziphelelanga:

Ezokuba sengezini/Ingozi

Ezokusebenza kuntshintshanwa ngezikhathi ezithile

Ezokulungiswa kwempahla

Ezebhayisikili

Isilinganiso semali zokwengeza phezulu kweholo singaguqulwa ngamacele kuKhansili ngezikhathi ezithile.

#### ULUHLU LWESITHATHU

#### IZIMALI EZIPHIWA ISISEBENZI KANYE EKUPHELENI KOMSEBENZI

<i>Iminyaka ethethwe ngumuntu esemsebenzini</i>	<i>Isilinganiso seholo lenyanga ekhulwini ekupheleni komsebenzi</i>
5	10
6	11
7	12
8	13
9	14
10	15
11	16
12	17
13	18
14	19
15	20
16	21
17	22
18	23
19	24
20	25
21	26

**IKhansili Yelizwe Yezokuqhatha Kubhizimusi Lezokulima  
eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)**

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22	27
23	28
24	29
25	30
26	31
27	32
28	33
29	34
30	35
31	36
32	37
33	38
34	39
35	40

**ULUHLU LWESINE**

**IKHANSILI YELIZWE YEZOKUQHATSHA KUBHIZIMUSI  
LEZOKULIMA EZIMBABWE**

**ISAZISO SEZIMALI EZIBHADALWAYO NGENYANGA**

Zibandlela	<input type="checkbox"/>	Nhlolanja	<input type="checkbox"/>	Mbimbitho	<input type="checkbox"/>	Mabasa	<input type="checkbox"/>	Nkwenkwezi	<input type="checkbox"/>	Nhlangula	<input type="checkbox"/>	Ntulikazi	<input type="checkbox"/>
Newabakazi	<input type="checkbox"/>	Mpandula	<input type="checkbox"/>	Mfumfu	<input type="checkbox"/>	Lwezi	<input type="checkbox"/>	Mpalakazi	<input type="checkbox"/>	Umyaka	20....		

Amafomu agcwalisiweyo kanye lobufakazi bembadalo eyenziweyo lesifinqo sokubhadalwa kwezisebenzi kumele kuthunyelwe:

Umaqhuzu  
IKHELI YENDAWO  
6, Cottenham Avenue,  
Greencroft

IKHELI YEPOSO  
National Employment Council for  
the Agricultural Industry in  
Zimbabwe

Harare P.O Box WGT 312  
 Iyimeyili: [finance@necagriculture.co.zw](mailto:finance@necagriculture.co.zw) Westgate  
[accounts@necagriculture.co.zw](mailto:accounts@necagriculture.co.zw) Harare  
 Inombolo zocingo:  
**0242-303669/339890/334472/3**

Ifomu leli kumele lithunyezwe kungakedululi umhlaka 10 wenyanga inye ngayinye.

Inombolo yebhuku lebhanga:   
 Ibizo Lepulazi:   
 Ikheli Lebhizimusi:   
 Inombolo Yocingo   
 Ikheli Leyimeyili:

Thwebula (√) Uhlangothi lwakho:

— Ezokulima  Ukulima  Ukulima imibhida,   
 okwehlukene  izithelo lamaluba   
 Amatamba  Izigodo  Itiye lekofi   
 Ukulima lokufuya  Imfe   
 emanzini  yetshukela   
 lamabhezimusi enhlanzi

IZISEBENZI	ISIZALWANE SAKULELI		IZIZALWANE ZAKWAMANYE AMAZWE		KUHLANGENE
	ISILISA	ISIFAZANE	ISILISA	ISIFAZANE	
Inani lezisebenzi eziqhatshwe okwesikhathi esingelamkhawulo, ezesikhathi esithile, eziqhatshelwe ukusebenza okwesikhathi esimisiweyo					

IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela (Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)

Iholo elibekiweyo					\$	c
Izimali ezikhitshwa yizisebenzi (i2.5% yeholo elibekiweyo) <b>eziqhatshwe okwesikhathi esingelamkhawulo, ezesikhathi esithile, eziqhatshelwe ukusebenza okwesikhathi esimisiweyo</b>					\$	c
Izimali ezikhitshwa ngumqhatshi (i2.5 % yesilinganiso seholo lezisebenzi zonke )					\$	c
Izimali eziphuze ukubhadalwa					\$	c
<b>Imali yonke ebhadalwa ekhansilini (kugoqela ezingakabhadalwa)</b>					\$	c

Mina,....., ngiyavuma ukuthi lokhu okubhalwe lapha, ngokwazi kwami kuliqiniso, njalo ngiyazwisisa ukuthi ukupha ulwazi olungamanga ngabomo kumbe ngokunganaki, kungaba licala lobugebengu njalo/kumbe icala elingahlawulelwa.....

Isayinetsha:.....Isikhundla:.....

Ilanga:.....

**QAPHELA:**

1. Kuyadingeka ukuthi uqambe izisebenzi oziqhatshileyo okwakhathesi, EZIQHATSHWE OKWESIKHATHI ESINGELAMKHAWULO, EZESIKHATHI ESITHILE, EZIQHATSHELWE UKUSEBENZA OKWESIKHATHI ESIMISIWEYO.



2. Izimali okumele zibhadalwe ekhansilini ziyisilinganiso se5% seholo elibekiweyo lenyanga yezisebenzi zonke njengokuvumelana okwenziweyo phakathi komqhatshi labameli besisebenzi. Umqhatshi uzabamba isilinganiso se2.5% seholo elibekiweyo lenyanga lesisebenzi sinye ngasinye abhadale eKhansilini ndawonye lezimali ezibhadalwa ngumqhatshi eziyabe ziyizimali eziseleyo sekukhitshwe ebhadalwe yizisebenzi. Umqhatshi nguyeye okumele abhadale lezo izimali. Abangabhadaliyo bazajeziswa.
3. Bhala loba yiziphi izimali eziphuze ukubhadalwa ebhokisini eliphezulu. Inzalo yemali izakuba yi10% ngomnyaka ezimalini zonke eziphuza ukubhadalwa, izala malanga wonke kusukela ngelanga lokubhadala elalibekiwe kuze kuyefika kusuku lokuyibhadala yonke lenzalo.
4. Izimali kumele zibhadalwe lokuqondiswa kuNEC YEZOKULIMA. Imininingwane Yebhanga: Ibhanga leStanbic, Ugatsha lweBelgravia, eHarare Inombolo zebhuku lebhanga - 9140002333375 KUMBE Ibhanga leFirst Capital Bank, Ugatsha lweWestgate, Inombolo zebhuku lebhanga eHarare - 21195001103. *Nostro Account: iStanbic Bank, Ugatsha lwe-Westgate, Harare, Inombolo zebhuku lebhanga – 9140001452362 Swift Code – SBICZWHXAXXX. IEcocash Merchant code yezingatsha zeNEC yezokulima: iHarare 281821, koBulawayo 281823, iMarondera-281825, iChinhoyi-281827, iMutare-281829, iChiredzi-279948 leBindura-415435.*
5. Ubufakazi bembadalo eyenziweyo kanye lesifinqo sokubhadalwa kwezisebenzi kufanele kuthunyelwe ndawonye lefomu lesiqinisekiso kuNEC yezokulima ngenhloso yokuqathanisa imali ebhadalweyo lemali obekufanele ibhadalwe. (Tshengisa inombolo ye-akhawunti yakho).
6. Ifomu leli kumele ligcwaliswe abe MABILI, elinye ligcinwe ngumqhatshi.

ULUHLU LWESIHLANU

IZIMALI OKUMELE ZIBHADALWE KUNHLANGANISO EMELA  
IZISEBENZI/IFOMU LOKUBANJELWA IMALI EMHOLWENI

**IFOMU 1**

IFOMU LEGAPWUZ LOKUBANJELWA IMALI EMHOLWENI

14, Sanders House,  
Fourth Floor,  
Corner First Street Mall and Jason Moyo Avenue,  
Harare.

Mina, ....., nginika umqhatshi amandla okubamba  
i\$..... emholweni njengemali yokubhalisa. Phezulu

**IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima  
eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)**

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kwalokho i2% yemali yomhlo wami ithathwe njengezimali Zenhlanganiso  
Emela Izisebenzi.

Umsebenzi owenzayo: .....

Ubulili: .....

Inombolo Zesisebenzi: .....

Ilanga Lokuqhatshwa: .....

Isabelo:.....

Ikheli Yenkampani: .....

.....

Kusiya ngoKusemthethweni Wezemisebenzi [Isahluko 28:01] isigaba 54, inkampani kumele ibambe imali emholweni ibe isidlulisela izimali kunhlanganiso emela izisebenzi iGAPWUZ ekupheleni kwenyanga yinye ngayinye.

Ifomu leli Lokubanjelwa Imali Emholweni lizasetshenziswa kuze kufike isikhathi lapho inhlanganiso yami ezakwazisa umqhatshi ngokwesulwa kwalokhu kusetshenziswa ifomu elisemthethweni.

Isayinetsha: ..... (yelunga)

Umeli Wenhlanganiso Emela Izisebenzi: .....

Ilanga: .....

**IFOMU 2**

**IZIMALI OKUMELE ZIBHADALWE KUNHLANGANISO EMELA  
IZISEBENZI/IFOMU LOKUBANJELWA IMALI EMHOLWENI**

Kapenta Workers Union of Zimbabwe,  
P.O. Box 77, Gawa,  
Kariba.

Ibizo kanye lekheli lomqhatshi

.....  
.....  
.....  
.....

Isabelo:.....

Mina, ....., nginika umqhatshi amandla okubamba i\$..... emholweni njengemali yokubhalisa. Phezulu kwalokho i...% yemali yomholo wami ithathwe njengezimali Zenhlanganiso Emela Izisebenzi.

Umsebenzi owenzayo:.....

Ibanga:.....

Inombolo yesisebenzi:.....

Inombolo zesithupha:.....

Kulandelwa isigatshana 54 Somthetho Wezemisebenzi [*Isahluko 28:01*], Umqhatshi kumele abambe imali emholweni andubana adlulise lezi izimali inyanga ingakapheli. Izimali ezibanjwayo ziya kuNobhala Jikelele we*Kapenta Workers Union of Zimbabwe (KWUZ)*. Ifomu leli Lokubanjelwa Imali Emholweni lizasetshenziswa kuze kufike isikhathi lapho inhlanganiso yami ezakwazisa umqhatshi ngokwesulwa kwalokhu kusetshenziswa ifomu elisemthethweni.

Isayinsetsha yelunga:.....

Isayinsetsha yomfakazi:.....

Isayinsetsha yomeli wenhlanganiso emela izisebenzi: .....

Ilanga:.....

Ugwalo lolu luzagcinwa ngumqhatshi.

**\*QAPHELA-Umfakazi kumele abe ngomunye wabaqhatshiweyo khonapho epulazini okusebenza khona lelolunga.**

IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima  
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**IFOMU 3**

**IZIMALI OKUMELE ZIBHADALWE KUNHLANGANISO EMELA  
IZISEBENZI/IFOMU LOKUBANJELWA IMALI EHOLWENI**

*H.GAPWUZ*

*I-HORTICULTURE, GENERAL AGRICULTURE AND  
PLANTATION WORKERS UNION OF ZIMBABWE*

*INGAPHANSI KWEZIMBABWE FEDERATION OF TRADE UNIONS*

Ibhaliswe ngaphansi Komthetho Wobudlelwano Kwezemisebenzi

Alfa House Room 4,  
P.O Box 3360,  
5, Kwame Nkrumah Avenue,  
Harare.

Inombolo kamakhalekhukhwini: 0712 751 180

Inombolo zocingo: 756494, Ifakisi: 756493; 0772 715 431

**IFOMU LOKUBANJELWA IMALI EHOLWENI**

Ibizo lomeli: .....

Thina        esisayine        lapho        ngaphansi        esiyizisebenzi        ze  
.....  
.....  
.....

Sinika umqhatshi amandla okubamba izimali ezifaneleyo eholweni lethu/lami njengokwethulwe ngaphansi:

- (a) Ngelanga lokucina lenyanga lapho Umqhatshi ephiwa Ifomu Lokubanjelwa Imali Eholweni, i\$1.00 elizakuba yimbadalo yokubhalisa.
- (b) Ngemva kwalokho, ngelanga lokucina lenyanga yinye ngayinye ezalandela kuzabanjwa i2% (okubili ekhulwini) idluliselwe Kunhlanganiso Emela Izisebenzi.

- (c) Mina/Thina ngiyavuma/siyavuma ukuthi ukuba lilunga/ngamalunga enhlanguaniso emela izisebenzi kuzaqala mhla Ifomu Lokubanjelwa Imali Eholweni liphiwa umqhatshi wami/wethu njalo lizasebenza kuze kufike isikhathi lapho inhlanguaniso yami/yethu ezakwazisa umqhatshi ngokwesulwa kwalokhu kusetshenziswa ifomu elisemthethweni.

IBIZO ELIGCWELEYO	INOMBOLO YESISEBENZI	IMALI EZABANJWA EHOLWENI	ISAYINETSHA

ULUHLU LWESITHUPHA

**IFOMU 1**

IZIMALI ZENHLANGANISO EMELA IZISEBENZI/IFOMU LOKUBHADALA  
IZIMALI

*GENERAL AGRICULTURE AND PLANTATION WORKERS UNION OF ZIMBABWE  
(GAPWUZ)*

P.O. Box 1952,  
Harare.

Tel: 734141/2

Ilanga:..... Isabelo:.....

**IKhansili Yelizwe Yezokuqhatha Kubhizimusi Lezokulima  
eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)**

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Ibizo lenkampani: .....

Kuwe Mnumzana/Nkosikazi

Phakathi lapha kulemali/kuletsheki ye.....okuzimali okumele  
zibhadalwe kuGAPWUZ ezibanjwe emiholweni yamalunga alandelayo ngenyanga  
ka..... 20.....

<b>IBIZO</b>	<b>INOMBOLO YESISEBENZI</b>	<b>IMALI</b>

IFOMU 2

IZIMALI ZENHLANGANISO EMELA IZISEBENZI/IFOMU  
LOKUBHADALA IMALI

Kapenta Workers Union of Zimbabwe (KWUZ)  
P.O. Box 77, Gawa,  
Kariba.

Inombolo kamakhalekhukhwini: .....

Ilanga:.....

Isabelo:.....

Ibizo lenkampani:.....

Kuwe Mnumzana/Nkosikazi

Phakathi lapha kulemali/kuletsheki ye.....okuzimali okumele  
zibhadalwe kuKWUZ ezibanjwe emiholweni yamalunga alandelayo ngenyanga  
ka..... 20.....

<b>IBIZO</b>	<b>INOMBOLO YESISEBENZI:</b>	<b>IMALI</b>

IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima  
eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)

ULUHLU LWESIKHOMBISA

IZINQUMO ZOKUZIPHATHA EMSEBENZINI ZEKHANSILI YELIZWE  
YEZOKUQHATSHA KUBHIZIMUSI LEZOKULIMA EZIMBABWE:  
IZINQUMO ZOKUTHONISA AMACALA LENGQUBO  
YOKULUNGISISA UKUNGASUTHISEKI.

INKOMBA

*Isigaba*

1. Isihloko.
2. Ingcazelo.
3. Inhloso Lezinjongo Zezinqumo.
4. Ukusetshenziswa Kwezinqumo.
5. Ingqubo Yokuthonisa Amacala.
6. Ingqubo Yokulungisisa Ukungasuthiseki.
7. Izikhalazo Ezenziwa Phakathi Kwenkampani.
8. Ikomiti Yokuthonisa Amacala.
9. Ikomiti Yokulungisisa Ukungasuthiseki.
10. Ukudluliselwa kwezicelo kuKhansili Yelizwe Yokuqhatshwa Kubhizimusi Lezokulima eZimbabwe.

**Isengezo**

- I. Izigaba Lengcazelo Zamacala.
- II. Izijejiso.
- III. Isaziso Sokungena Umhlangano Wokuthonisa Amacala.
- IV. Impumela Yomhlangano Wokuthonisa Amacala.
- V. Ukudluliselwa Kukomiti Yokulungisisa Ukungasuthiseki.
- VI. Umbiko Wekomiti Yokulungisisa Ukungasuthiseki.
- VII. Ukudluliselwa Kwesicelo kuKhansili Yelizwe Yezokuqhatshwa Kubhizimusi Lezokulima eZimbabwe.



*Isihloko*

1. Izinqumo zokuziphatha emsebenzini lezi zingabizwa ngokuthi Izinqumo Zokuziphatha Emsebenzini zeKhansili Yelizwe Yezokuqhatshwa Kubhizimusi Lezokulima eZimbabwe: Izinqumo Zokuthonisa Amacala Lengqubo Yokulungisisa Ukungasuthiseki (kusiya phambili izabizwa ngokuthi ‘Izinqumo’).

*Ingcazelo*

2. Kulezi Izinqumo —

“Umthetho” utsho Umthetho Wezemisebenzi [*Isahluko 28:01*];

“umangalelwa” utsho isisebenzi okuthiwa sidale icala;

“Ikomiti Yokuthonisa Amacala” kutsho Ikomiti Yokuthonisa Amacala eyabunjwa yabekwa kulandelwa izimiso zesigaba 8 salezi Izinqumo;

“ingqubo Yokuthonisa Amacala” kutsho Ingqubo Yokulungisisa eyethulwe kusigaba 5 salezi Izinqumo;

“ukungasuthiseki” kutsho umuzwa kumbe inkolelo yokuthi kukhona okungalunganga ekuqhutshweni komsebenzi. Kugoqela ukukhonona okwethulwe yizisebenzi ngokuphathelane lomumo wasemsebenzini;

“Ikomiti Yokulungisisa Ukungasuthiseki” kutsho Ikomiti Yokulungisisa Ukungasuthiseki eyabunjwa njalo yabekwa kulandelwa isigaba 9 salezi Izinqumo;

“ingqubo yokulungisisa ukungasuthiseki” kutsho ingqubo yezikhalazo ezethulwe kusahluko 6 salezi Izinqumo;

amagama atsho abantu besilisa atsho labantu abangasibesilisa ngokufanayo. Ukusetshenziswa kwamagama lawo kulesi Isivumelwano akumelanga kuthathwe njengokuthi kubandlulula abantu abangasibesilisa;

“amabhizimusi” kutsho amabhizimusi ezokulima;

“obhala amaminithi” kutsho umuntu ongathathi uhlangothi ozabhala phansi okwenzakele ngesikhathi yengqubo yokuthonisa amacala kumbe izingqubo zezikhalazo;

“icala” kutsho ukuziphatha okulicala kumabhizimusi ezokulima. Amacala abhalwe aba luluhlu, achasiswa njalo afakwa ezigabeni kuSengezo 1 salezi Izinqumo.

*Injongo Lezinhliso Zezinqumo*

3. Izinqumo lezi zihlose ukwethula—

**IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima  
eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)**

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- (a) izimiso ezilawula ukuqhutshwa lokulungiswa kwezindaba zokuziphatha lokulungiswa ukungasuthiseki emsebenzini;
- (b) ukuchwayiswa kwezindaba zokuziphatha lezikhalazo ngendlela elungileyo njalo engelabandlululo;
- (c) amalungelo lemisebenzi yabaqhatshi kungqubo zezindaba zokuziphatha lokulungiswa ukungasuthiseki;
- (d) amalungelo lemisebenzi yezisebenzi kungqubo zezindaba zokuziphatha lokulungiswa ukungasuthiseki;
- (e) amalungelo lemisebenzi yamakomiti ezisebenzi lenhlanganiso ezimela izisebenzi kungqubo zezindaba zokuziphatha lokulungiswa ukungasuthiseki;
- (f) amacala lezijezi kumabhizimusi ezokulima;
- (g) ingqubo zokuphatha ngcono njalo ngokufanayo kwezindaba zokuziphatha lokulungiswa ukungasuthiseki;
- (h) isimiso esiyisisekelo sokudinga ukulungiswa hatshi ukujezisa ezindabeni zamacala etheswayo;
- (i) ukuxazulula ngokuphangisa izingxabano emsebenzini;
- (j) ukuthuthukiswa kokuthethwa kwamacala okulungileyo, okungakethiyo kungqubo zezindaba zokuziphatha lokulungiswa ukungasuthiseki; njalo
- (k) lokuthuthukiswa kobudlelwano obuhle emsebenzini.

*Ukusetshenziswa Kwezinqumo*

4. (1) Izinqumo lezi zizakuba yisibopho kuzo zonke izinhlanganiso ezikumabhizimusi ezokulima.

(2) Lezi Izinqumo akufanelanga zithathwe ngendlela engayisiyo yokuthi zivimbela inhlanganiso ephakathi kwamabhizimusi ezokulima ekuthatheni izinqumo zokuziphatha emsebenzini eziphathelane lenhlanganiso, nxa kuyikuthi lezo izinqumo zokuziphatha zihambelana lalezi Izinqumo. Loba yiziphi izinqumo zokuziphatha emsebenzini zenhlanganiso ezingahambelani lalezi Izinqumo kazisoze zisebenze kukhangelwe izinga lokungahambelani lokho.

*Inqubo Yokuthonisa Amacala*

5. (1) Nxa umqhatshi elesizatho esiqinileyo sokusolela ukuthi isisebenzi sidale icala, uzakwenza ukuthi kuchwayisiswe ngalelo icala okuthiwa silenzile nxa kuyikuthi—

- (a) umqhatshi angakhetha loba ngubani ukuthi enze uchwayisiso ngecala okuthiwa lenziwe nxa umuntu lo ezabhala akutholileyo kuchwayisiso lwakhe, akuphe umqhatshi ngesikhathi esifaneleyo ngemva kokuqeda uchwayisiso njalo engasoze abe ngumuntu ozabandlulula kumbe abe lentshisakalo ngodaba;
- (b) ngesikhathi kuchwayisiswa, umangalelwa uzaphiwa ithuba lokubhala ephendula ngezinsolo zecala okuthiwa ulenzile njalo loba yiphi impendulo ephiwa ngumangalelwa izakuba yingxenye yokutholiweyo kuchwayisiso;
- (c) umuntu ochwayisisa icala okuthiwa lenziwe angabuza loba ngubani ongenelisa ukupha ulwazi olufaneleyo ngalelo icala;
- (d) umuntu ochwayisisa icala okuthiwa lenziwe uzaphiwa imvumo efaneleyo yokuthola loba yiziphi izincwadi zomqhatshi kukhangelwe ukuthi izincwadi lezo zizaphathisa kangakanani kuchwayisiso; njalo
- (e) kulandelwa isigatshana (2), loba yiluphi uchwayisiso lokuthoniswa kwecala okuthiwa lenziwe ngumangalelwa, kuzaphathwa kungakedluli amalanga angamatshumi amathathu okusebenza kusukela ngelanga lokuqala uchwayisiso.

(2) Nxa umqhatshi elezizatho eziqinileyo ezenza akholwe ukuthi icala okuthiwa lenziwe yisisebenzi lingabangela kumbe lingabe libangele ukulahlekelwa yimali kumbe ukuphazamiseka kokuqhutshwa kwebhizimusi lomqhatshi, njalo/kumbe nxa umqhatshi elezizatho eziqinileyo zokuthi ukubakhona kwesisebenzi esisoelwayo emsebenzini kungaphazamisa uchwayisiso lwecala okuthiwa silenzile, angamisa isisebenzi okwesikhathshana siholo kumbe singaholi kusaqhutshwa ukuchwayisiswa kwecala okuthiwa lenziwe nxa kuyikuthi—

- (a) isisebenzi esetheswa icala sizabhalelwa sisaziswa ngokumiswa kwaso umsebenzi okwesikhathshana, izizatho zokumiswa lokuthi sizamiswa okwesikhathi esingakanani leholo kumbe inzuzo ayabe eyithola ngesikhathi emisiwe umsebenzi okwesikhathshana;
- (b) akula isisebenzi esizamiswa umsebenzi okwesikhathshana okwamalanga okusebenza edlula alitshumi lane;
- (c) ukuchwayisiswa kwecala okuthiwa lenziwe yisisebenzi lokuthoniswa kwalo, nxa kusenziwa, kumele kuphethwe kungakedluli amalanga okusebenza alitshumi lane kusukela

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ngelanga lapho isisebenzi esamiswa khona umsebenzi okwesikhatshana kumbe amalanga okusebenza angamatshumi amathathu kusukela ngelanga lapho okwaqala uchwayisiso, kusiya ngokuthi yikuphi okuyabe kuqalile; njalo

- (d) iKomiti Yokuthonisa amacala ingabekanga isijeziso sokuxotshwa umsebenzi ngemva kokuthoniswa kwecala kumbe umqhatshi enquma ukuthi akusoze kube lokuthoniswa kwecala ngemva kokuhlolisisa okutholiweyo kuchwayisiso lwecala okuthiwa lenziwe ngumsolwa, isisebenzi esetheswa icala sizakuba lelungelo lokuphiwa iholo lonke lesikhathi simiswe umsebenzi okwesikhatshana singaholi.

(3) Ekupheleni kokuchwayisisa, umqhatshi uzahlolisisa okutholiweyo njalo—

- (a) anganquma ukuthi akula izingatho eziqinileyo zokukholwa ukuthi isisebenzi sidale icala. Umqhatshi uzabuyisela isisebenzi emsebenzini kungakedluli amahola angamatshumi amane lasitshiyangalombili ngemva kokuthatha lesi isinqumo; kumbe
- (b) anganquma ukuthi kulezizatho eziqinileyo zokukholwa ukuthi isisebenzi silidalile icala, kodwa icala esiletheswayo lincane kakhulu ukuthi kuqhutshekelwe phambili ngokuthoniswa kwalo. Kumumo onje umqhatshi uzabuyisela umsolwa emsebenzini kungakedluli amahola angamatshumi ayisikhombisa lambili ngemva kokuthatha lesi isinqumo. Ngaphezu kwalokhu, umqhatshi angabhala ekhuza umangalelwa nxa ebona lokhu kufanele, nxa kuyikuthi ukukhuza lokhu kakusoze kwabhalwa kumbali yokusebenza yesisebenzi, njalo ukukhuza lokhu akungeke kwalinganiswa laloba yisiphi isijeziso esingabekwa nxa kungathoniswa icala; kumbe
- (c) anganquma ukuthi kulezizatho ezibambekayo zokukholelwa ukuthi isisebenzi silidalile icala. Ngalokho-ke, umqhatshi uzakwenza ukuthi kuthoniswe icala okuthiwa lenziwe ukuze kunqunywe ukuthi isisebenzi sitholakala silecala yini, besekunqunywa loba yisiphi isijeziso esifaneleyo.

(4) Nxa umqhatshi esenqume ukuthi ukuthoniswa kwecala kumele kwenziwe, uzabhelela iKomiti Yokuthonisa Amacala, ebunjwe yabekwa kulandelwa isigaba 8 salezi Izinqumo eyazisa:

- (a) ngecala eletheswa isisebenzi;

- (b) okwenzakalayo okuliqiniso okwabangela ukwetheswa icala;
  - (c) ngaloba yibuphi ubufakazi obutholakale ngesikhathi kuchwayisiswa obutshengisa ukuthi isisebenzi sidale icala njalo laloba yibuphi ubufakazi obuthokalale ngesikhathi kuchwayisiswa obungatshengisa ukuthi isisebenzi lesa asilacala; njalo
  - (d) ngomuntu ozamela umqhatshi njengomangali lapho kuthoniswa icala.
- (5) Nxa iKomiti Yokuthonisa Amacala isamukele isaziso esivela kumqhatshi okukhulunywa ngaso kusigatshana (4), iKomiti Yokuthonisa Amacala—
- (a) izabeka ilanga, isikhathi lendawo lapho okuzathoniswa khona icala;
  - (b) izakwazisa umangali ngelanga, isikhathi lendawo lapho okuzathoniswa khona icala;
  - (c) izabhalela umangalelwa (isebenzisa ifomu elikuSengezo III) imazisa ngelanga, isikhathi lendawo lapho okuzathoniswa khona icala aletshwayo kusasele amalanga amathathu okusebenza kungakafiki ilanga lokuthoniswa kwecala. Kusaziso esinje, Ikomiti Yokuthonisa Amacala izakwazisa umangalelwa —
    - (i) ngecala okuthiwa ulenzile lokwenzakalayo okuliqiniso okwabangela ukwetheswa icala;
    - (ii) ngobufakazi obuqoqiweyo ngesikhathi kuchwayisiswa obusekela ukwethesa umangalelwa icala;
    - (iii) ngobufakazi obutholakale ngesikhathi kuchwayisiswa obungakhulula umangalelwa;
    - (iv) ngomuntu ozamela umqhatshi njengomangali lapho kuthoniswa icala; njalo
    - (v) ngamalungelo okukhulunywa ngawo kusigatshana (8) umangalelwa azabe elawo ngesikhathi kuthoniswa icala;
  - (d) izakupha umangalelwa Izinqumo lezi ngokuthumela ebulenjini kumbe zicindezelwe kusasele amalanga okusebenza amathathu ukuthi kufike ilanga lokuthonisa icala.
- (6) Ekuqaleni kokuthoniswa kwecala, Ikomiti Yokuthonisa Amacala—
- (a) izabala amacala etheswa umangalelwa;
  - (b) izabhalela njalo ichasisela umangalelwa ngamafitshane amalungelo ethulwe kusigatshana (8); njalo
  - (c) izabuza abaphatheke kuloludaba ukuthi kungabe kulokunye okungahambi ngendlela eqondileyo kungqubo yokuchwayisisa

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lasekuthonisweni kwecala, okufana lokwaziswa ngesikhathi esifitshane. Ikomiti Yokuthonisa Amacala izakulungisisa lokhu kumbe ithathe inyathelo elifaneleyo ukuze ixazulule lokho okungahambi kuhle ukuthoniswa kwecala kungakaqhubekeli phambili.

(7) Nxa okungahambi kuhle okuvezwe ngabaphathekayo sokulungisisiwe kumbe sekuxazululiwe kulandelwa isigatshana (6), ukuthoniswa kwecala kungaqhubeka lapho Ikomiti Yokuthonisa Amacala izabuza umangalelwa ukuthi uyalivuma yini icala aletheswayo, nxa kuyikuthi—

- (a) umangalelwa uyalivuma icala, Ikomiti Yokuthonisa Amacala izacela umangalelwa ukuthi achasiswe ukuthi kungani elivuma icala. Nxa Ikomiti Yokuthonisa Amacala isuthisekile ngengcazelo yomangalelwa, izalalela izizatho zokuthi kungani umangalelwa kumele ajeziswe kakhulu lezokuthi kungani kufanele kwehliswe isijeziso esivela kwabaphathekayo njalo izakupha isijeziso kulandelwa Isengezo II. Lapho Ikomiti Yokuthonisa Amacala ingasuthiseki ukuthi ingcazelo ephiwe yisisebenzi ipha ubufakazi obeneleyo bokuthi umangalelwa ulecala, ukuthonisa icala kuzaqhubeka kungani umangalelwa akazange alivume icala;
- (b) nxa umangalelwa engalivumi icala, ingqubo yokuthonisa amacala izaqhubekela phambili ngendlela elandelayo:
  - (i) umangali uzakupha isifinqo secala eletheswa isisebenzi esimangalelweyo;
  - (ii) umangalelwa uzakupha isifinqo sempendulo yokuzihlenga kwakhe;
  - (iii) umangali uzakutsho njalo achasiswe ngokugcweleyo icala eletheswa umangalelwa;
  - (iv) umangali angabiza njalo abuze abafakazi imibuzo, abangaphinda babuzwe ngumangalelwa;
  - (v) nxa umangali esethule icala eletheswa umangalelwa, labafakazi bakhe nxa bekhona sebebuziwe baphinda babuzisiswa umangalelwa uzachasisa kabanzi azivikela ngakho;
  - (vi) umangalelwa usengabiza abafakazi ababuze imibuzo, babuye babuzisiswe ngumangali;

- (vii) nxa umangali lomangalelwa sebeqedile ukwethula udaba lwabo njalo kungasela abanye abafakazi abangabizwa, Ikomiti Yokuthonisa Amacala izakutsho ukuthi umangalelwa ulecala yini, kunanzelelwa ukuthi iKomiti Yokuthonisa Amacala isingathatha ikhefu okwesikhathi esingedluli amahola angamatshumi amabili lane ukuze ihlolisise konke okwethuliweyo njalo inqume ukuthi umangalelwa ulecala yini;
- (viii) nxa Ikomiti Yokuthonisa Amacala ithole umangalelwa engelacala, izakwazisa umangali lesisebenzi ngokutholakale ngesikhathi kuthoniswa icala;
- (ix) nxa Ikomiti Yokuthonisa Amacala ithole ukuthi umangalelwa ulecala, izamazisa ngekutholileyo lesijeziso esibekiweyo esiphathelane lecala lakhe kulandelwa Isengezo II. Ikomiti Yokuthonisa Amacala izakupha isisebenzi ithuba lokupha izizatho zokuthi kungani kufanele kwehliswe isijeziso lomqhatshi ithuba lokupha izizatho zokuthi kungani umangalelwa kumele ajeziswe kakhulu, ingakethuli isijeziso, kunanzelelwa ukuthi kungaba lesicelo esivela komunye wabo Ikomiti Yokuthonisa Amacala ingathatha ikhefu okwesikhathi esingedluli amahola amabili ukuze ivumele abathintekayo ukuthi balungiselele ukupha izizatho zokuthi kungani umangalelwa kufanele kwehliswe isijeziso sakhe lezokuthi kungani kufanele ajeziswe kakhulu. Ngemva kokuhlolisisa izizatho zokuthi kungani kufanele kwehliswe isijeziso lezokuthi kungani umangalelwa kumele ajeziswe kakhulu Ikomiti Yokuthonisa Amacala izakwethula isijeziso esifaneleyo, kunanzelelwa ukuthi Ikomiti Yokuthonisa Amacala ingamisa ingqubo yokuthonisa icala okwesikhathi esingedluli ihola ukuze ihlolisise izizatho zokuthi kungani kufanele kwehliswe isijeziso lezokuthi kungani umangalelwa kumele ajeziswe kakhulu ibe isithatha isinqumo ngesijeziso esifaneleyo;
- (x) Ikomiti Yokuthonisa Amacala isebenzisa ifomu elikuSengezo IV, izakwazisa umangali lesisebenzi izizatho ezisekela ekutholileyo lezizeziso eziphiwe umangalelwa lombiko wengqubo yokuqhutshwa kokuthoniswa kwecala kungakedluli amahola angamatshumi amabili lane ngemva kokuphethwa kokuthonisiswa.

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(8) Ngesikhathi sengqubo yokuthoniswa kwecala, isisebenzi sizakuba lelungelo:

- (a) lokuzimela mathupha ukuze siphendule amacala esiwetheswayo;
- (b) lokuthoniswa Yikomiti Yokuthonisa Amacala etheswayo engathathi uhlangothi njalo ezimeleyo;
- (c) lokumelwa ngesinye isisebenzi, ilunga lekomiti yezisebenzi, inhlanganiso emela izisebenzi kumbe umeli wezomthetho nxa isisebenzi sizabhadala izindleko zokumelwa yinhlanganiso emela izisebenzi kumbe umeli wezomthetho njalo akulamuntu ozamela isisebenzi singavumanga;
- (d) lokubiza, ukubuza lokubuzisisa abafakazi;
- (e) lokutsho ukuthi kungani kufanele kwehliswe isijeziso ngaphambi kokuba kwethulwe isijeziso;
- (f) lokubhalelwa esaziswa izizatho zesinqumo esenziweyo kulandela ukuthoniswa kwecala; njalo
- (g) lokuphiwa ingqubo yokuthoniswa kwecala ebhaliweyo.

(9) Ngesikhathi kuthoniswa icala, Ikomiti Yokuthonisa Amacala ingabuza umangalelwa, umangali labafakazi ukuze izwisise izindaba ezethulwe phambili kwayo.

(10) Ikomiti Yokuthonisa Amacala ingabiza loba yisiphi isisebenzi esisebenza lomangalelwa ukuthi sizokupha ubufakazi ngecala elithoniswayo nxa kuyikuthi Ikomiti Yokuthonisa Amacala, umangali lomangalelwa bangabuza kumbe babuzisisa isisebenzi esibiziweyo ngobufakazi baso.

(11) Uzulu kafanelanga ukuthi avunyelwe ukuba khona nxa kuthoniswa amacala ngaphandle nxa Ikomiti Yokuthonisa Amacala ikubona kulungile njalo kuqondile ukuthi uzulu abe yingxenye yengqubo njalo umqhatshi lomangalelwa bebhale bevuma ukuthi ukuthoniswa kuvulelwe uzulu.

(12) Ukuthoniswa kwecala akusoze kwenziwe okwamahladla edlula elilodwa kuthoniswa ngecala linye elilobufakazi obufanayo, kunanzelelwa ukuthi Ikomiti Yezikhhalazo leKhansili Yelizwe Yezokuqhatsha Kubhizimusi lezokulima eZimbabwe ingethula ukuthi udaba luthoniswe Yikomiti Yokuthonisa Amacala.

(13) Akula isisebenzi esingamiswa umsebenzi okwesikhatshana singaholi nxa ukuchwayisisa sokuqala okwesibili kumbe sokuphindwa ngecala linye elilobufakazi obufanayo.



*Ingqubo Yokulungisa Ukungasuthiseki*

6. (1) Isisebenzi esikholwa ukuthi asiphathwanga ngendlela eqondileyo ngokuphathelane lomsebenzi kumbe ukuphathwa okungaqondanga emsebenzini sizakwazisa umqhatshi ngokungasuthiseki kwaso. Kungakedluli amalanga amane umqhatshi eyazisiwe, uzaxazulula ukungasuthiseki lokho kumbe asebenzise izindlela zokulungisa ukuze kulungiswe ukungasuthiseki.

(2) Nxa ukungasuthiseki okukhulunywa ngakho kusigatshana (1) kungaxazululwanga kungakedluli amalanga amane kudluliselwe kumqhatshi, kumbe isisebenzi singasuthisekanga ngendlela yokuxazulula enziwe ngumqhatshi, isisebenzi kufanele sigwalise ifomu elikuSengezo V eliphiweyo ukuze kudluliselwe isikhalazo saso Kukomiti Yokulungisa Ukungasuthiseki ebunjwe yabekwa kulandelwa isigaba 9 salezi Izinqumo.

(3) Ikomiti Yokulungisa Ukungasuthiseki izachwayisisa konke ukungasuthiseki okulethwe kuyo njalo ekuchwayisiseni kwayo ingabuza imibuzo kubo bonke abathintekayo labafakazi baloludaba.

(4) Ekuqhubeni uchwayisiso Ikomiti Yokulungisa ukungasuthiseki izakuba lelungelo lokuphiwa loba yiziphi izincwadi ezikumqhatshi nxa kuyikuthi ukuziphiwa lokho kuzaphathisa ekuchwayisiseni.

(5) Ikomiti Yokulungisa ukungasuthiseki ingabiza bonke abathintekayo abafaneleyo, kugoqela labo abangasuthisekiyo, ezinye izisebenzi eziqanjwe kudaba lokungasuthiseki labafakazi, ekuthonisweni kwecala lapho Ikomiti Yokulungisa ukungasuthiseki engabuza bonke abathintekayo njalo ingazama ukuxazulula udaba.

(6) Kungakedluli amalanga alitshumi lanhlanu udaba lubikiwe, Ikomiti Yokulungisa ukungasuthiseki izakupha isisebenzi esingasuthisekiyo lomqhatshi umbiko olotshwe kufomu elikuSengezo VI uqukethe ekutholileyo lekucebiso ngokungenziwa ukulungisa ukungasuthiseki lokho kumbe okunye ukungasuthiseki okufanayo okungaba khona ezikhathini ezizayo.

(7) Kungakedluli amalanga amathathu okusebenza kutholwe umbiko ovela kuKomiti Yokulungisa ukungasuthiseki, umqhatshi uzanquma ukuthi yikuphi okucetshiswe yiKomiti Yokulungisa ukungasuthiseki okuzakwenziwa kugoqela lokucetshisiweyo ukuthi kwenziwe ngemva kokulungisiswa njalo uzabhala esazisa isisebenzi esingasuthisekiyo leKomiti Yokulungisa ukungasuthiseki ngezenzo ezikhethwe ngumqhatshi njalo lapho okuvuma khona lezizatho zokuthi kungani okunye okucetshiswe yiKomiti Yokulungisa ukungasuthiseki zingathathwanga kumbe zizathathwa ngemva kokulungisiswa.

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(8) Izingxenywe zombiko weKomiti Yokulungisisa ukungasuthiseki ezikhethwe ngumqhatshi ngemva kokulungisiswa zizakuba yisibopho kubhizimusi lomqhatshi.

(9) Kungqubo yokulalela izikhalazo isisebenzi singamelwa ngesinye isisebenzi asebenza laso, ilunga lekomiti yezisebenzi, owenhlanganiso emela izisebenzi kumbe umeli wezomthetho njalo akula umuntu ongamela isisebenzi engaphiwanga imvumo yilesa isisebenzi.

*Izikhalazo ezenziwa phakathi kwenkampani*

7. (1) Loba yiphi inhlanganiso ephakathi kwamabhizimusi ezokulima isebenzisa izinqumo zokuziphatha kwezisebenzi kumbe esinye isivumelwano sokuxoxisana ngokuhlanganyela, ingaqala eyayo ingqubo yezikhalazo ezenziwa phakathi kwenkampani:

- (a) engasetshenziswa yisisebenzi ukukhalaza isinqumo esithethwe yiKomiti Yokuthonisa Amacala ekuqhutshweni kodaba lapho isisebenzi ebesingumangalelwa kumbe lapho esitholakale silecala; kumbe
- (b) engasetshenziswa yisisebenzi ukucela ukuthi kuhloliswe ingqubo eyalandelwayo kudaba olumayelana lecala elenziwayo kumbe eletheswa isisebenzi; kumbe
- (c) engasetshenziswa yisisebenzi ukukhalaza isinqumo esithethwe yiKomiti Yokulungisisa ukungasuthiseki ngokungasuthiseki kwesisebenzi kumbe indlela yokuphatha, ukuchwayisisa, ukulalela ukungasuthiseki okulethwe yisisebenzi; kumbe
- (d) engasetshenziswa yisisebenzi ukuthi sicele ukukhangeliswa kwengqubo elandelwe ngesikhathi kuthethwa ukungasuthiseki obekulethwe yisisebenzi; kumbe
- (e) engasetshenziswa yisisebenzi ukwenza isikhalazo ngesinqumo esithethwe ngumqhatshi ngokucetshiswe yiKomiti Yokulungisisa Ukungasuthiseki okuzakuba yisibopho kubhizimusi lomqhatshi.

(2) Loba yiziphi izinqumo zokuziphatha emsebenzini kumbe esinye isivumelwano sokuxoxisana ngokuhlanganyela esisungula ingqubo yezikhalazo ezenziwa phakathi kwenkampani kulandelwa isigatshana (1) sizaqinisekisa—

- (a) ukusungulwa Kwekomiti Yokukhalaza lamalunga abumba leyo ikomiti, ezakuba lomlandu wokuthatha izinqumo ngezikhalazo ezenziwa phakathi kwenkampani lokuqinisekisa ukulandelwa

kwengqubo zokukhalaza ezilotshwe kuzinqumo zokuziphatha emsebenzini ezifaneleyo loba esinye isivumelwano sokuxoxisana ngokuhlanganyela;

- (b) ukuthi kulengqubo ezizalandelwa ukuze kucelwe ukwenziwa isikhalazo esenziwa phakathi kwenkampani njalo kuthathwe isinqumo ngaso;
- (c) ukuthi isisebenzi esithintekayo lomqhatshi bazisiwe ngokuqala kwengqubo yokulalelwa kwesikhalazo esenziwa phakathi kwenkampani;
- (d) ilungelo lesisebenzi esithintekayo lokulalelwa Yikomiti Yokukhalaza okukhulunywa ngayo kundima (a) kungakathathwa loba yisiphi isinqumo ngesikhalazo;
- (e) umbono Wekomiti Yokukhalaza elotshwe kundima (a) wokuguqula, ukwesula kumbe ukubeka esinye isinqumo endaweni yaleso esithethwe Yikomiti Yokuthonisa Amacala leKomiti Yokulungisisa Ukungasuthiseki;
- (f) umbono Wekomiti Yokukhalaza elotshwe kundima (a) wokuguqula, ukwesula kumbe ukubeka esinye isinqumo endaweni yaleso esithethwe ngumqhatshi ngezingxenywe zokucetshiswe Yikomiti Yokulungisisa Ukungasuthiseki okuzakuba yisibopho kunhlanganiso;
- (g) umbono Wekomiti Yokukhalaza elotshwe kundima (a) wokudlulisela udaba Kukomiti Yokuthonisa Amacala kumbe Ikomiti Yokulungisisa Ukungasuthiseki kusiya ngokuthi yiphi okufanele kuthunyelwe kuyo;
- (h) umbono Wekomiti Yokukhalaza elotshwe kundima (a) wokudlulisela udaba kumqhatshi oluphathelele lesinqumo ngezingxenywe zokucetshiswe Yikomiti Yokulungisisa Ukungasuthiseki okuzakuba yisibopho kunhlanganiso;
- (i) ukwenqabela Ikomiti Yokukhalaza elotshwe kundima (a) ekufakeni isijeziyo esilukhuni ukwedlula lesi esibekwe Yikomiti Yokuthonisa Amacala; njalo
- (j) kuyabhalwa umbiko kumbe isifinqo sengqubo yesikhalazo kumbe ukuhlolisiswa kwengqubo, lezinqumo ezithethweyo, umbiko lowo kumbe isifinqo kuzabhalwa ngesikhathi ingqubo zisenziwa lezinqumo zithathwa njalo kuzaphiwa umqhatshi lesisebenzi ngokuphangisa.

(3) Akula izinqumo zokuziphatha emsebenzini kumbe esinye isivumelwano sokuxoxisana ngokuhlanganyela esisungula ingqubo

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yezikhhalazo ezenziwa phakathi kwenkampani kulandelwa isigatshana (1) esizakwethula ingqubo zokukhalaza ezedlula ezimbili ngodaba olufanayo.

(4) Isisebenzi singacela ukwethula isikhhalazo esenziwa phakathi kwenkampani kungakedluli amalanga ayisikhombisa Ikomiti Yokuthonisa Amacala ikhuphe isinqumo kumbe umqhatshi eqambe izingxenye zombiko Wekomiti Yezikhhalazo ezizakuba yisibopho ebhizimusi kusiya ngokuthi yikuphi okufaneleyo.

(5) Ikomiti Yokukhalaza izaxazulula isikhhalazo esenziwa phakathi kwenkampani kungakedluli amalanga alitshumi lane kusukela usuku isisebenzi esethula isikhhalazo.

*Ikomiti Yokuthonisa Amacala*

8. (1) Nxa umqhatshi esenqume ukuthi kuthoniswe icala eletheswa isisebenzi, uzabhala esazisa isisebenzi lekomiti yezisebenzi, nxa ikhona, ngesinqumo lesi, ngemva kwalokhu Ikomiti Yokuthonisa Amacala izabunjwa njalo inikwe amandla okuthi:

- (a) ikhokhele ukuthoniswa kwecala;
- (b) iqinisekise ukuthi ukuthoniswa kwecala kuqhutshwa ngendlela ehambelana lezimiso zalezi Izinqumo;
- (c) yenze loba yiphi imisebenzi ephiwe Ikomiti Yokuthonisa Amacala kuhambelana lalezi Izinqumo; njalo
- (d) yenze loba yiphi imisebenzi ephathelane lemisebenzi Yekomiti Yokuthonisa Amacala.

(2) Kusetshenziswa isaziso somqhatshi okukhulunywa ngaso kusigatshana (1) Ikomiti Yokuthonisa Amacala izabunjwa ibekwe ngendlela elandelayo:

- (a) kubhizimusi elilekomiti yezisebenzi, Ikomiti Yokuthonisa Amacala izakuba labantu ababili ababekwe ngumqhatshi lezisebenzi ezimbili ezikhethwe yikomiti yezisebenzi. Umqhatshi uzakhetha ilunga Lekomiti Yokuthonisa Amacala ukuthi libe Ngumgcinisihlalo wayo;
- (b) kubhizimusi elingela ikomiti yezisebenzi kumbe lapho ikomiti yezisebenzi eyale ukukhetha amalunga Ekomiti Yokuthonisa Amacala, Ikomiti le izakuba lomuntu oyedwa okhethwe ngumqhatshi lesisebenzi esikhethwe ngumangalelwa, nxa kuyikuthi isisebenzi singala ukukhetha ilunga Lekomiti

Yokuthonisa Amacala, umqhatshi uzakhetha umuntu ozakuma njengelunga lesibili Lekomiti Yokuthonisa Amacala. Nxa Ikomiti Yokuthonisa Amacala ibunjwe njalo iphiwe amandla okuqhuba lolu udaba kulandelwa indima le, umqhatshi uzakhetha ilunga elilodwa Lekomiti Yokuthonisa Amacala ukuthi lisebenze njengeMgcinisihlalo weKomiti Yokuthonisa Amacala.

(3) Umgcinisihlalo weKomiti Yokuthonisa Amacala uzaqinisekisa ukuthi Ikomiti le iqhuba imisebenzi yayo ilandela Izinqumo lezi njalo uzakuba ngumkhokheli ngesikhathi kuthoniswa icala.

(4) Loba yiliphi inyathelo kumbe isinqumo esizathathwa kulandelwa umbono Wekomiti Yokuthonisa Amacala sizathathwa ngendlela eqondileyo nxa sihambelana lemibono yamalunga amanengi eKomiti Yokuthonisa Amacala, njalo lapho kungela kuvumelana kwamalunga amanengi, umbono kaMgcinisihlalo weKomiti Yokuthonisa Amacala yiwo ozasebenza njalo uzathathwa njengokuthi umele isenzo kumbe isinqumo seKomiti Yokuthonisa Amacala.

(5) Ikomiti Yokuthonisa Amacala ingakhetha umuntu ongasoze athathe uhlangothi kumbe abe lentshisakalo ngodaba oluthoniswayo ukuthi abhale amaminithi. Lo obhala amaminithi uzakuba khona ekuthonisweni kwecala njalo uzabhala ingqubo. Okulotshwe ngobebhala amaminithi kuzakwethulwa Kukomiti Yokuthonisa Amacala ngokuphangisa ngemva kokuphethwa kokuthoniswa kwecala.

(6) Lapho ilunga Lekomiti Yokuthonisa Amacala litshiya isihlalo ngokufa kumbe ngokuphuma Kukomiti Yokuthonisa Amacala:

- (a) izimiso zesigatshana (2) zizasebenza ngemva kokulungisiswa okufaneleyo ekubekweni komunye umuntu endaweni yalololunga elitshiye umsebenzi; njalo
- (b) akula ingqubo Yokuthonisa Amacala ezamiswa kumbe ezaphindwa ngesizatho sokuthi umuntu obelilunga Lekomiti Lokuthonisa Amacala watshiya ikomiti kumbe kulomunye umuntu obekwe njengelunga Lekomiti Yokulungisisa Amacala endaweni yalowo ophume kukomiti ngaphandle nxa Ikomiti Yokuthonisa Amacala, ngemva kokuzwa okwethulwe ngumqhatshi lomangalelwa ithathe isinqumo sokuthi ingqubo imiswe kumbe iphindwe.

*Ikomiti Yokulungisisa Ukungasuthiseki*

9. (1) Nxa isisebenzi sifuna ukudlulisela ukungasuthiseki kwaso Kukomiti Yokulungisisa Ukungasuthiseki kulandelwa isigaba 6, isisebenzi lesi sizakwazisa umqhatshi lekomiti yezisebenzi nxa ikhona, ngenjongo yaso yokwenza lokho. Ngemva kwalokho kuzabunjwa Ikomiti Yokulungisisa

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Ukungasuthiseki ibisiphiwa amandla okwenza loba yiphi imisebenzi Yekomiti Yokulungisisa Ukungasuthiseki kulandelwa izinqumo lezi leminywe imisebenzi engavuka.

(2) Ngemva kokuthola isaziso sesisebenzi kulandelwa isigatshana

(1), Ikomiti Yokulungisisa Ukungasuthiseki izabunjwa njalo iphiwe amandla ngendlela ezilandelayo:

- (a) kubhizimusi elekomiti yezisebenzi, Ikomiti Yokulungisisa Ukungasuthiseki izakuba labantu ababili abakhethwe ngumqhatshi lababili abakhethwe yikomiti yezisebenzi. Umqhatshi uzakhetha ilunga Lekomiti Yokulungisisa Ukungasuthiseki ukuze abenguMgcinisihlalo waleyo Ikomiti;
- (b) kubhizimusi elingela ikomiti yezisebenzi kumbe lapho ikomiti yezisebenzi eyale ukukhetha amalunga Ekomiti Yokulungisisa Ukungasuthiseki, Ikomiti le izakuba lomuntu oyedwa okhethwe ngumqhatshi lesisebenzi esikhethwe yisisebenzi esilokungasuthiseki, nxa leso isisebenzi esilokungasuthiseki, singala ukukhetha ilunga Lekomiti Yokulungisisa Ukungasuthiseki, umqhatshi uzakhetha umuntu ozakuma njengelunga lesibili Lekomiti Yokulungisisa Ukungasuthiseki. Nxa Ikomiti Yokulungisisa Ukungasuthiseki ibunjwe njalo iphiwe amandla okuqhuba lolu udaba kulandelwa indima le, umqhatshi uzakhetha ilunga elilodwa Lekomiti Yokulungisisa Ukungasuthiseki ukuthi lisebenze njengoMgcinisihlalo Wekomiti Yokulungisisa Ukungasuthiseki.

(3) UMgcinisihlalo Wekomiti Yokulungisisa Ukungasuthiseki uzaqinisekisa ukuthi Ikomiti le iqhuba imisebenzi yayo ilandela Izinqumo lezi njalo uzakuba ngumkhokheli ngesikhathi kulalelwa udaba.

(4) Loba yiliphi inyathelo kumbe isinqumo esizathathwa kulandelwa umbono Wekomiti Yokulungisisa Ukungasuthiseki sizathathwa ngendlela eqondileyo nxa sihambelana lemibono yamalunga amanengi Ekomiti Yokulungisisa Ukungasuthiseki, njalo lapho kungela kuvumelana kwamalunga amanengi, umbono kaMgcinisihlalo Wekomiti Yokulungisisa Ukungasuthiseki yiwo ozasebenza njalo uzathathwa njengokuthi umele isenzo kumbe isinqumo Sekomiti Yokulungisisa Ukungasuthiseki.

(5) Ikomiti Yokulungisisa Ukungasuthiseki ingakhetha umuntu ongasoze athathe uhlangothi kumbe abe lentshisakalo ngodaba olulalelwayo ukuthi abhale amaminithi. Lo obhala amaminithi uzakuba khona ekulalelweni kodaba njalo uzabhala ingqubo. Okulotshwe ngobebhala amaminithi kuzakwethulwa Kukomiti Yokulungisisa Ukungasuthiseki ngokuphangisa ngemva kukuphethwa kokulalelwa kodaba.

(6) Lapho ilunga Lekomiti Yokulungisisa Ukungasuthiseki litshiya isihlalo ngokufa kumbe ngokuphuma Kukomiti Yokulungisisa Ukungasuthiseki:

- (a) izimiso zesigatshana (2) zizasebenza ngemva kokulungisiswa okufaneleyo ekubekweni komunye umuntu endaweni yalololunga elitshiye umsebenzi; njalo
- (b) akula ingqubo Yokulungisisa Ukungasuthiseki ezamiswa kumbe ezaphindwa ngesizatho sokuthi umuntu obelilunga Lekomiti Yokulungisisa Ukungasuthiseki watshiya ikomiti kumbe kulomunye umuntu obekwe njengelunga Lekomiti Yokulungisisa Ukungasuthiseki endaweni yalowo ophume kukomiti ngaphandle nxa Ikomiti Yokulungisisa Ukungasuthiseki, ngemva kokuzwa okwethulwe ngumqhatshi lesisebenzi esilokungasuthiseki, ithathe isinqumo sokuthi ingqubo imiswe kumbe iphindwe.

*Ukudluliselwa kwezicelo kuKhansili Yelizwe Yokuqhatshwa Kubhizimusi  
Lezokulima eZimbabwe.*

10. (1) Isisebenzi singakhonona ngomqhatshi waso kuKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe zonke indaba ezikhangelwa yiKhansili kulandelwa Umthetho Wezemisebenzi okugoqela ukukhonona ngokuxotshwa emsebenzini okungalunganga kanye lokungaphathwa kuhle emsebenzini.

(2) Akula kukhonona okwethulwe Kumthetho okungahanjiswa kuKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe.

(3) Isisebenzi singethula ukukhonona kwaso kulandelwa isigatshana (1) ngokugcwalisa lokuhambisa ifomu Elikusengezo VII kuKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe kumbe elinye ifomu elethulwe yiKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe.

(4) IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe izaxazulula kumbe izame ukuxazulula zonke izindaba okukhulunywa ngazo kulesi isigaba njalo ekwenzeni lokho ingadinga ukuthi amacele womabili ethule udaba ngomlomo kumbe ngokubhala.

ISENGEZO I

IZIGABA LENGCAZELO ZAMACALA

Amacala kumabhizimusi ezokulima ahlelwe, achazwa njalo agatshaniswe ngendlela elandelayo:

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**Isigaba I**

AMACALA AMANCANE

1. “Ukulova emsebenzini ungelamvumo kumbe isizatho esiqinileyo” okutsho: ukusuka emsebenzini kumbe lapho osebenzela khona ungela imvumo kumbe isizatho esiqinileyo.
2. “Ukulova” okutsho: ukulova emsebenzini ungavunyelwanga ngumqhatshi okwelanga elilodwa kumbe amabili elandelana kungela isizatho esiqinileyo.
3. “Ukubiza umhlangano wezisebenzi ngendlela engaqondanga” okutsho: ukubiza umhlangano wezisebenzi ngesikhathi somsebenzi kodwa isisebenzi esiphiwa imvumo ngumqhatshi wokubiza umhlangano wezisebenzi ngesikhathi sokusebenza ngenjongo yokukhetha amalunga ekomiti yezisebenzi kumbe esinye isizatho kasoze abe lecala leli.
4. “Ukungacini isikhathi ” okutsho
  - (a) ukuphuza emsebenzini; kumbe
  - (b) ukutshayisa masinya; kumbe
  - (c) ukudlulisa isikhathi sekhefu kumbe ukuthatha ikhefu kungela imvumo ngesikhathi somsebenzi.
5. “Ukusebenza ngendlela engasuthisiyo” okutsho:
  - (a) ukwehluleka ukusebenza ngendlela ekhangelelweyo kungela isizatho esiqinileyo; kumbe
  - (b) ukwehluleka ukuqeda umsebenzi okumele uwusebenze kungela isizatho esiqinileyo; kumbe
  - (c) ukwenza umsebenzi ungelandaba njalo unganakanga; kumbe
  - (d) ukuvilapha ngabomo/kumbe ukubalekela ukwenza umsebenzi ngabomo.

**Isigaba II**

AMACALA APHAKATHI LAPHAKATHI

1. Ukungalandeli imithetho yokuzivikela kanye lemithetho yokuzinakekela impilakahle yakho okugoqela ukwehluleka ukugqoka impahla zokuzivikela okutsho:
  - (a) ukwehluleka ukulandela imithetho yokuzivikela kanye leyokunakekela impilakahle yakho; kumbe



- (b) ukwala ukugqoka kanye lokusebenzisa izigqoko kumbe impahla zokuzivikela.
2. Ukuziphatha okungalunganga okutsho:
- (a) ukuziphatha kubi kumbe ngendlela elobudlwangu emsebenzini kumbe ngesikhathi somsebenzi; kumbe
  - (b) ukungalaleli ubukhokheli okungabangelanga kumbe okulamandla okubangela ukuthi umqhatshi alahlekelwe libhizimusi; kumbe
  - (c) ukweyisa umqhatshi; kumbe
  - (d) ukulimaza kumbe ukwethusela ukulimaza ezinye izisebenzi/umqhatshi /abathengi; kumbe
  - (e) ukuziphatha okungelanhlonipho.
3. Ukungalandeli imithetho kumbe ingqubo zomqhatshi okutsho: Ukwehluleka ukulandela imithetho kumbe ingqubo zomqhatshi ezilotshwe kusivumelwano somsebenzi.
4. “Ukusebenzisa amazwi acunula kumbe ahlukumeza abanye” okutsho: Ukukhuluma amagama abuhlungu atshengisa ukuphoxa, inzondo kumbe ukudelela omunye umuntu kumbe iqembu labantu.

### **Isigaba III**

#### AMACALA AMAKHULU

1. “Ukwephula isivumelwano sokugcina imfihlo okungasoze kuphazamise umqhatshi kakhulu” okutsho: Ukukhuluma izindaba eziyimfihlo eziphathelane lezindlela lengqubo umqhatshi aqhuba ngazo ibhizimusi lakhe lokulima kumbe ezinye izindaba eziyimfihlo eziphathelane lebhizimusi lomqhatshi, kungaphazamisi kakhulu umqhatshi kumbe kungabangeli ukuthi umqhatshi abe sengozini yokulahlekelwa okukhulu.
2. “Ukudakwa” okutsho: Ukubuya emsebenzini udakiwe kumbe unathe izidakamizwa ongazibhalelwanga ngudokotela.
3. “Ukulahla kumbe ukubhidliza impahla zomqhatshi ngenxa yokunganaki” kusitsho: Ukulahleka kumbe ukubhidlika kwempahla zomqhatshi kungela ingcazelo esuthisayo.
4. “Ukusebenzisa impahla yomqhatshi ngendlela engaqondanga ukuze uthole inzuzo” okutsho: Ukusebenzisa ngenhloso njalo ngendlela engaqondanga impahla zomqhatshi ukwenzela ukuthi uthole inzuzo yemali kumbe yempahla, ngendlela engahambelani lenhloso yokusetshenziswa kwempahla.

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5. “Ukulova kakhulu emsebenzini” okutsho: Ukulova emsebenzini okwamalanga okusebenza angu3-4 elandelana kungela imvumo yomqhatshi njalo kungela isizatho esiqinileyo.
6. “Ukulala emsebenzini” okutsho: Ukulala kwesisebenzi ngesikhathi kumele sisebenze.
7. “Ukubhema igwayi endaweni okungavunyelwa ukubhema igwayi” okutsho: Ukubhema igwayi endaweni okungavunyelwa ukubhema igwayi.

**Isigaba IV**

AMACALA AMAKHULU KAKHULU

1. “Ukulova emsebenzini okwamalanga okusebenza amahlanu kumbe ukwedlula elandelana kungelasizatho esiqinileyo kumbe kungela imvumo” okutsho: Ukulova emsebenzini ungavunyelwanga njalo kungelasizatho esiqinileyo okwamalanga amahlanu okusebenza (5) kumbe ukwedlula elandelana kungelasizatho esiqinileyo.
2. “Loba yikuphi ukuziphatha okungahambelani njalo okungagcwalisi izinqumo zesivumelwano sokuqhatshwa ezimgeke kumbe ezifihlakeleyo” okutsho: Loba yikuphi ukuziphatha okungahambelani lezinqumo zesivumelwano sokuqhatshwa njalo okubangela ukuphazamiseka kobudlwelwano okungasalungisekiyo phakathi komqhatshi lesisebenzi, kusiya ngokuthi isisebenzi singabe silecala nxa ukuziphatha okusolwayo kungeke kukhangelwe njengelinye icala.
3. “Ukuhlasela” okutsho: Ukusetshenziswa kwamandla, okugogqela ukuzama ukusebenzisa amandla emzimbeni womqhatshi, kwesinye isisebenzi kumbe omunye umuntu ngenjongo yokulimaza emzimbeni usendaweni kamqhatshi kumbe ngesikhathi somsebenzi.
4. “Ukuqila” okutsho: Ukuqila kumbe ukuqambela amanga umqhatshi, esinye isisebenzi kumbe othengiselwa yisisebenzi ngenjongo yokuthi omunye umuntu athathe isinqumo esebenzisa lawo amanga okudala ukulahlekelwa kwalowo umuntu kumbe nxa kulolwazi lokuthi omunye umuntu angathatha isinqumo esebenzisa lawo amanga okuzamenza alahlekelwe.
5. “Ukwehluleka kakhulu ukwenza umsebenzi” okutsho: Ukungenelisi ukwenza umsebenzi ngezinga lobuciko lesiqubu esidingakalayo emsebenzini lowo okubangela ukuthi umqhatshi alahlekelwe kakhulu.

6. “Ukunganaki okukhulu” okutsho: Ukwehluleka ukwenza umsebenzi ngokunaka okukhulu ukuze kwenqatshelwe izezo kumbe ukungenziwa kokuthile okungabangela ukulahlekelwa okukhulu, ingozi kumbe ukulimala.
7. “Injayelo enkulu yokunganaki umsebenzi” okutsho: Ukuhlala ungenzi umsebenzi wakho okubangela kumbe okungabangela ukuthi umqhatshi alahlekelwe kakhulu.
8. “Ukukhalala umsebenzi okungekho emthethweni” okutsho: Ukuba yingxenywe yokukhalala umsebenzi okungekho emthethweni kumbe ukugququzela ezinye izisebenzi ukuthi zikhalale umsebenzi.
9. “Ukugququzela udlakela” okutsho: Ukugququzela esinye izisebenzi loba omunye umuntu ukuthi enze udlakela kuloba yisiphi isimo emsebenzini.
10. “Ukudakwa okwenza isisebenzi sehluleke ukwenza umsebenzi waso ngendlela efaneleyo” okutsho: Ukudakwa butshwala kumbe izidakamizwa ongazibhalelwanga ngabezempilakahle okubangela ukuthi isisebenzi sehluleke ukwenza umsebenzi waso ngendlela esuthisayo.
11. “Ukungabi lekhono isisebenzi esathi silalo ngendlela esobala kumbe esenza angani silalo” okutsho: Ukwehluleka ukwenza umsebenzi ngenxa yokungabi lamakhono kumbe ukuqeqetshwa isisebenzi esasithe silalo.
12. “Ukusebenzisa impahla yomqhatshi ukuze uthole inzuzo okwenza yena alahlekelwe” okutsho: Ukusebenzisa impahla yomqhatshi ngenjongo njalo ngendlela engaqondanga ukuze uthole inzuzo yempahla kumbe yemali ngendlela engahambelani lenhloso yokusetshenziswa kwaleyo impahla njalo okubangela kumbe okungabangela ukuthi umqhatshi alahlekelwe kakhulu.
13. “Ukucekela phansi” okutsho: Loba yisiphi isenzo esingekho emthethweni kumbe esilolunya esiphazamisa ukuqhutshwa kwebhizimusi okujayelekileyo kumbe ukuqamba amanga ngabomo ngesikhathi kuchwayisiswa izindaba eziphathelane lomsebenzi.
14. “Ukuhlukumeza ngokwemacansini” okutsho: Ukuphatha umqhatshi, esinye isisebenzi kumbe umthengi ngendlela yemacansini engamukelekanga kungabe kuyikukhuluma kumbe ngezinye indlela ezifana lokusondelela kakhulu kumbe inkulumo ephathelane lokwemacansini.
15. “Ukuntshontsha” okutsho: Ukuthatha impahla ngenhloso njalo ngendlela engaqondanga, usazi ukuthi umqhatshi, esinye isisebenzi kumbe umthengi ululungelo lokuba ngumnikazi, ukuba layo lokuyilawula. Izisebenzi ezizazama ukuntshontsha zizatholakala zilaleli icala.

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16. “Ukulimaza kumbe ukubhidliza impahla yomqhatshi ngenhloso njalo okungekho emthethweni” okutsho: Ukulimaza kumbe ukubhidliza impahla yomqhatshi ngenhloso njalo okungaqondanga.
17. “Ukuyekela ngabomo ukwenza okutshelwe ngumqhatshi okusemthethweni” okutsho: Ukwala/ukwehluleka ngenhloso njalo okungaqondanga ukwenza okusemthethweni njalo okufaneleyo okutshelwe ngumqhatshi.
18. “Ukwethusela okungaqondanga” okutsho: Ukubamba kumbe ukuzama ukubamba ngamandla ngenhloso njalo okungaqondanga, umqhatshi kumbe esinye isisebenzi ukuthi senze esingakufuniyo ngokwethusela okuphathelane lemali, okomsebenzi, isithunzi, ukulimaza umzimba kumbe enye indlela yokulimaza.

**ISENGEZO II**

**IZIJEZISO**

1. Izijeziro eziphezulu ezingabekwa Yikomiti Yokuthonisa Amacala kucala linye ngalinye zethuliwe Kutafula A elandelayo. Kulandelwa loba yisiphi isimiso salezi Izinqumo njalo ngemva kokulalela ukuthi kungani umangalelwa kumele ajeziswe kakhulu lezokuthi kungani kufanele kwehliswe okufana lembali yokuziphatha kwesisebenzi, ukusebenza kwaso kanye lezimo zempilo yaso, Ikomiti Yokuthonisa Amacala ingethula isijeziro esinganeno.
2. Izijeziro ezingaphiwa ngezilandelayo njalo zethulwe kuqala ngezincane kusiya kwezinkulu:
  - (a) ukukhuzwa ngomlomo okuzaphela ukusebenza ngemva kwenyanga ezintathu kusukela ilanga okwethulwa khona;
  - (b) ukukhuzwa okulotshiweyo okwakuqala okuzaphela ukusebenza ngemva kwenyanga eziyisithupha kusukela ilanga okwethulwa khona;
  - (c) ukukhuzwa okulotshiweyo okwesibili okuzaphela ukusebenza ngemva kwenyanga eziyisitshiyagalolunye kusukela ilanga okwethulwa khona;
  - (d) ukukhuzwa okulotshiweyo okokucina okuzaphela ukusebenza ngemva kwenyanga ezilitshumi lambili kusukela ilanga okwethulwa khona;

- (e) ukuxotshwa.
3. Nxa isijeziso sokukhuzwa ngomlomo sisethulwa, akula imibhalo yokukhuzwa ngomlomo ezagcinwa efayilini yesisebenzi yokuqhatshwa njalo Ikomiti Yokuthonisa Amacala izabikela isisebenzi esithintekayo ngomlomo kulabafakazi ababili ukuthi:
- (a) kumele siyekele ukuqhubeka sidala amanye amacala ukuze senqabele ukuphiwa ezinye izijeziso;
- (b) ukukhuzwa ngomlomo kuzaphela ukusebenza ngemva kwenyanga ezintathu kusukela ilanga okwethulwa khona;
- (c) singaphinda ukudala icala elifanayo kumbe singadala icala elikusigaba esifanayo kungakapheli isikhathi sokusebenza ukukhuzwa ngomlomo kungabangela ukuthi siphawe isijeziso esikuzinga eliphezulu.
4. Nxa ukukhuzwa okulotshweyo okokuqala, okwesibili lokokucina kuphiwe njengesijeziso, Ikomiti Yokuthonisa Amacala izakwazisa isisebenzi esithintekayo ngokubhala isebenzisa ifomu Elikusengezo IV:
- (a) ukuthi kumele siyekele ukuqhubeka sidala amanye amacala ukuze senqabele ukuphiwa ezinye izijeziso;
- (b) ilanga lapho isixwayiso esizaphela khona;
- (c) singaphinda ukudala icala elifanayo kumbe singadala icala elikusigaba esifanayo kungakapheli isikhathi sokusebenza ukukhuzwa ngomlomo kungabangela ukuthi siphawe isijeziso esikuzinga eliphezulu.
5. Incwadi yokukhuzwa okulotshweyo okokuqala, okwesibili lokokucina izagcinwa efayilini yesisebenzi yokuqhatshwa okweminyaka engekho ngaphansi kwemithathu.
6. Isisebenzi sizaphathwa njengomuntu odale icala lakuqala nxa:
- (a) singakaze sidale icala elifana lalelo esitholakale silalo njalo singakaze sidale icala elikusigaba sinye lecala esitholakele silalo; kumbe
- (b) sekudlule isikhathi sezijeziso ezaziphiwe isisebenzi emacaleni esake satholakala silawo kumbe esezijeziso zamacala akusigaba sinye lalelo esitholakale silalo.
7. Isisebenzi sizaphathwa njengomuntu odale icala lesibili nxa isikhathi sesijeziso esinikezwe isisebenzi kucala lakuqala singakapheli ngelanga isisebenzi esitholakale silecala elifana lelakuqala kumbe nxa isisebenzi sitholakale silecala elikusigaba sinye lecala laso lakuqala. Isijeziso esinikezwe kucala lakuqala sizaphela nxa sekulesijeziso secala lesibili.

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8. Isisebenzi sizaphathwa njengomuntu odale icala lesithathu nxa isikhathi sesijeziso esinikezwe isisebenzi kucala lesibili singakapheli ngelanga isisebenzi sitholakala silecala elifana lelesibili kumbe nxa isisebenzi sitholakala silecala elikusigaba sinye lecala lesibili. Isijeziso esinikezwe kucala lesibili sizaphela nxa sekulesijeziso secala lesithathu.
9. Isisebenzi sizaphathwa njengomuntu odale icala lesine nxa isikhathi sesijeziso esinikezwe isisebenzi kucala lesithathu singakapheli ngelanga isisebenzi sitholakala silecala elifana lelesithathu kumbe nxa isisebenzi sitholakala silecala elikusigaba sinye lecala lesithathu. Isijeziso esinikezwe kucala lesithathu sizaphela nxa sekulesijeziso secala lesine.
10. Isisebenzi sizaphathwa njengomuntu odale icala lesihlanu nxa isikhathi sesijeziso esinikezwe isisebenzi kucala lesine singakapheli ngelanga isisebenzi sitholakala silecala elifana lelesine kumbe nxa isisebenzi sitholakala silecala elikusigaba sinye lecala lesine.
11. Ukuze kungabi lokuthandabuza, isisebenzi singaba lenhlobo ezehlukeneyo zokukhuzwa ngomlomo kanye lezokukhuzwa okulotshiweyo okwakuqala, okwesibili lokokucina okulokhu kusebenza okuphathele lamacala ezigaba ezehlukeneyo.
12. Ukwehliswa esikhundleni akusoze kusetshenziswe njengesijeziso saloba yiliphi icala ngaphandle nxa isisebenzi singenelisi ukwenza umsebenzi waso njalo kulezizatho zokukhangelela ukuthi silungele ukuqhubeka sisebenza esikhundleni esiphansi. Akula isisebenzi esingehliselwa ebangeni eliphansi kulalelo esacina ukukhutshulwa sikulo kumbe ebangeni elilandelayo eliphansi nxa isisebenzi singakaze sikhutshulwe.
13. Ikomiti Yezikhalazo izaqondiswa yilesi Isengezo ekuthatheni isinqumo ngesijeziso njalo loba yiphi imisebenzi lemilandu enikwe Ikomiti Yokuthonisa Amacala kulandelwa lesi Isengezo izalandelwa Yikomiti Yezikhalazo ngemva kokuguqula okufaneleyo, nxa kuyikuthi Ikomiti Yezikhalazo kayisoze ibeke isijeziso esikhulu ukwedlula Esekomiti Yokuthonisa Amacala.

**Itafula A: Itafula Yezijeziso**

	<b>ICALA LAKUQALA</b>	<b>ICALA LESIBILI</b>	<b>ICALA LESITHATHU</b>	<b>ICALA LESINE</b>	<b>ICALA LESIHLANU</b>
<b>Isigaba I-AMACALA AMANCANE</b>	Ukukhuzwa ngomlomo	Ukukhuzwa okulotshiweyo okwakuqala okuzasebenza	Ukukhuzwa okulotshiweyo okwesibili okuzasebenza	Ukukhuzwa okulotshiweyo okokucina okuzasebenza	Ukuxotshwa

		okwenyanga eziyisithupha	okwenyanga eziyisitshiyagalolunye	okwenyanga ezilitshumi lambili	
<b>Isigaba II - AMACALA APHAKATHI LAPHAKATHI I</b>	Ukukhuzwa okulotshiweyo okwakuqala okuzasebenza okwenyanga eziyisithupha	Ukukhuzwa okulotshiweyo okwesibili okuzasebenza okwenyanga eziyisitshiyagalolunye	Ukukhuzwa okulotshiweyo okokucina okuzasebenza okwenyanga ezilitshumi lambili	Ukuxotshwa	—
<b>Isigaba III - AMACALA AMAKHULU</b>	Ukukhuzwa okulotshiweyo okokucina okuzasebenza okwenyanga ezilitshumi lambili	Ukuxotshwa	—	—	
<b>Isigaba IV - AMACALA AMAKHULU KAKHULU</b>	Ukuxotshwa	—	—	—	

**ISENGEZO III**

**ISAZISO SOKUBAKHONA EKUTHONISWENI KWEICALA**

Ibizo Lesisebenzi: \_\_\_\_\_

Ibizo Lomqhatshi: \_\_\_\_\_

Umsebenzi Owenzayo: \_\_\_\_\_

Uyadingakala ukuthi ubekhona ekuthonisweni kwecala:

Ilanga: \_\_\_\_\_ Isikhathi: \_\_\_\_\_

Indawo: \_\_\_\_\_

Uyasolelwa ukuthi udale icala/amacala alandelayo kulandelwa Isengezo II Sezinqumo Zokuziphatha Emsebenzini zeKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Izinqumo Zokuthonisa Amacala Lengqubo Yokulungisisa Ukungasuthiseki:

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IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela (Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)

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Ukuchasiswa ngamafitshane isisusa secala oleswayo (okugqela ilanga lendawo lapho okwenzakale khona icala):

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Ukuchasiswa ngamafitshane ubufakazi obuqoqiweyo ngesikhathi kuchwayisiswa obusekela izinsolo zecala oleswayo:

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Ukuchasiswa ngamafitshane ubufakazi obutholakale ngesikhathi kuchwayisiswa obungaveza ukuthi awulacala:

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Ngesikhathi sokuthoniswa kwecala, uzakuba lelungelo:

- (a) lokuzimela ukuze uphendule emacaleni owetheswayo;
- (b) lokulalelwa phambi kweKomiti Yokuthonisa Amacala engathathi uhlangothi njalo ezimeleyo;



- (c) lokumelwa ngesinye isisebenzi, ilunga lekomiti yezisebenzi, inhlanganiso emela izisebenzi kumbe umeli wezomthetho nxa kuyikuthi uzabhadala izindleko zokumelwa yinhlanganiso yezisebenzi kumbe ngumeli wezomthetho njalo lokuthi akula umuntu ongakumela ngaphandle kwemvumo yakho;
- (d) lokubiza, lokubuza lokubuzisisa abafakazi;
- (e) lokucela ukwehliselwa isijeziso nxa utholakale ulecala, ngaphambili kokuba isijeziso sethulwe;
- (f) lokwaziswa ngezizatho zesinqumo esithethwe ekuthonisweni kwecala;
- (g) lokuphiwa ingqubo yokuthoniswa kwecala ebhaliweyo.

Uyaziswa njalo ukuthi \_\_\_\_\_ uzakuba ngumangali emele umqhatshi ekuthonisweni kwecala.

Uzaphiwa ugwalo Lwezinqumo Zokuziphatha Emsebenzini zeKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Izinqumo Zokuthonisa Amacala Lengqubo Yokulungisisa ukungasuthiseki ngokuthunyelwa kukhompuyutha kumbe olucindezelweyo kusasele amalanga okusebenza amathathu ukuthi kufike ilanga lokuthonisa icala.

Nxa ukhetha ukumelwa yiKomiti Yezisebenzi, ilunga leNhlanganiso emela Izisebenzi kumbe Umeli Wezomthetho kumbe omunye umfakazi ukuthi abekhona ekuthonisweni kwecala, kufanele ulungiselele ukuba khona kwakhe ekulalelweni kwecala.

Isayinwe: \_\_\_\_\_ Ilanga: \_\_\_\_\_  
(Umgcinisihlalo weKomiti Yokuthonisa Amacala)

Yemukelwe: \_\_\_\_\_ Ilanga: \_\_\_\_\_  
(Isayinsetsha Yesisebenzi)

#### **ISENGEZO IV**

#### **IMPUMELA YOKUTHONISWA KWECALA**

Ibizo Lesisebenzi: \_\_\_\_\_

Umsebenzi Owenziwa Yisisebenzi: \_\_\_\_\_

Ibizo Lomqhatshi: \_\_\_\_\_

Ibizo Lomangali: \_\_\_\_\_





IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima  
eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)

**UKUVUMA UKUTHI WAMUKELE INGQUBO EBHALIWEYO**

Umqhatshi, isisebenzi lomangali bazaphiwa amakhophi amabili aleli ifomu ngamunye. Ngemva kokwamukela, munye ngamunye uzagcwalisa amafomu okuvuma ukuthi wamukele ingqubo ebhaliweyo ngokubhala ngaphansi abuyisele elilodwa kuKomiti Yokuthonisa Amacala ukuze kugcinwe.

Mina, \_\_\_\_\_njengomqhatshi/  
isisebenzi/umangali ngiyavuma ukuthi ngamukele Impumela Yokuthoniswa  
Kwecala.

\_\_\_\_\_  
(Isayinetha)

\_\_\_\_\_  
Ilanga

**ISENGEZO V**

**UKUDLULISELWA KUKOMITI YOKULUNGISISA  
UKUNGASUTHISEKI**

**KUMELE LIGCWALISWE YISEBENZI**

Ibizo Lesisebenzi: \_\_\_\_\_

Ibizo Lomqhatshi: \_\_\_\_\_

Umsebenzi Owenziwa Yisebenzi: \_\_\_\_\_

Tshono ngamafitshane okuyikho okwenza ungasuthiseki:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Wake wahambisa udaba lwakho kumqhatshi wakho na?

YEBO

HATSHI

Nxa phezulu uphendule wathi YEBO, tshono ukuthi uluhambise nini udaba lwakho kumqhatshi njalo yiwaphi amanyathelo, nxa ekhona athathwa ngumqhatshi ukuxazulula ukungasuthiseki kwakho.

Ubona angani yiziphi izindlela ezingcono ezingasetshenziswa ukuxazulula udaba lolu?

Isayinwe \_\_\_\_\_  
Isisebenzi \_\_\_\_\_ Ilanga \_\_\_\_\_

**UKUVUMA UKUTHI UWAMUKELE**

Ikomiti Yokulungisisa Ukungasuthiseki izakwamukela amakhophi amabili aleli ifomu. Ngemva kokuwamukela, ilunga leKomiti Yokulungisisa Ukungasuthiseki lizagcwalisa amafomu okuvuma ukuthi lamukele ingqubo ebhaliweyo ngokubhala ngaphansi libuyisele elilodwa kusisebenzi ukuze kugcinwe.

Mina, \_\_\_\_\_, njengelunga leKomiti Yokulungisisa Ukungasuthiseki, ngiyavuma ukuthi ngilamukele ifomu Lokudlulisela kuKomiti Yokulungisisa Ukungasuthiseki

\_\_\_\_\_  
(Ukusayina) \_\_\_\_\_ Ilanga \_\_\_\_\_

**ISENGEZO VI**

**UMBIKO WEKOMITI YOKULUNGISISA UKUNGASUTHISEKI**

**QAPHELA: IFOMU KUMELE LIGCWALISWE YIKOMITI YOKULUNGISISA UKUNGASUTHISEKI**

Ibizo Lesisebenzi esilokungasuthiseki: \_\_\_\_\_

Ibizo Lomqhatshi: \_\_\_\_\_

IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima  
eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela  
(Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)

Umsebenzi Owenziwa Yisisebenzi: \_\_\_\_\_

Bhala uchasisa ukungasuthiseki okwethulwe yisisebenzi:

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Ukungasuthiseki kuxazululiwe yini? YEBO  HATSHI

Nxa ukungasuthiseki kwesisebenzi kuxazululiwe:

Ukungasuthiseki kuxazululwe nini? Ilanga: \_\_\_\_\_

Ukungasuthiseki kuxazululwe njani?

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Yiwaphi amanyathelo, nxa ekhona, acetshiswa yiKomiti Yokulungisisa Ukungasuthiseki ukuthi athathwe ukuze kwenqatshelwe ukungasuthiseki kwezisebenzi okufanayo okungenzakala phambili?

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Nxa ukungasuthiseki kwesisebenzi kungaxazululwanga:

Kuyini okutholwe yiKomiti Yokulungisisa Ukungasuthiseki ngokungasuthiseki okwethulwe yisisebenzi, kugoqela ukuthi ukungasuthiseki kwaso kusemthethweni yini?

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Yiwaphi amanyathelo, nxa ekhona, acetshiswa yiKomiti Yokulungisisa Ukungasuthiseki ukuthi athathwe ukuze kuxazululwe ukungasuthiseki kwesisebenzi?

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Isiqinisekiso sikaMgcinisihlalo weKomiti Yokulungisisa Ukungasuthiseki

Mina, \_\_\_\_\_ njengoMgcinisihlalo weKomiti Yokulungisisa Ukungasuthiseki ngiqinisekisa ukuthi lokhu okulotshwe phezulu ngumbiko weKomiti Yokulungisisa Ukungasuthiseki njalo ngifaka isayinetsha yami ngaphansi.

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Umgcinisihlalo – Ikomiti Yokulungisisa Ukungasuthiseki

\_\_\_\_\_  
Ilanga

### **UKUVUMA UKUTHI WAMUKELE**

Umqhatshi lesisebenzi bazaphiwa amakhophi amabili aleli ifomu ngamunye. Ngemva kokwamukela, munye ngamunye uzagcwalisa amafomu okuvuma ukuthi wamukele ingqubo ebhaliweyo ngokubhala ngaphansi abuyisele elilodwa kuKomiti Yokulungisisa Ukungasuthiseki ukuze kuginwe.

Mina, \_\_\_\_\_ njengomqhatshi/ isisebenzi ngiyavuma ukuthi ngemukele Umbiko weKomiti Yokulungisisa Ukungasuthiseki.

\_\_\_\_\_  
(Isayinetsha)

\_\_\_\_\_  
Ilanga

**IKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe: Isivumelwano Sokuxoxisana Ngokuhlanganyela (Izimo Zokusebenza Lezinqumo Zokuziphatha Emsebenzini)**

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**ISENGEZO VII**

**UKUDLULISELWA KWESICELO KUKHANSILI YELIZWE YEZOKUQHATSHA KUBHIZIMUSI LEZOKULIMA EZIMBABWE:**

**QAPHELA:** *Ifomu leli kufanele ligcwalise abe mabili, iKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe izakwamukela elilodwa, umangali agcine elilodwa elidindwe litshengisa ilanga lokudindwa yiKhansili Yelizwe Yezokuqhatsha Kubhizimusi Lezokulima eZimbabwe.*

Ilanga.....

**1. Imininingwane Yesisebenzi:**

Ibizo: ..... Ubulili: .....

Ikheli: .....  
.....

Inombolo Yocingo:..... Iyimeyili: .....

**2. Imininingwane Yomqhatshi:**

Ibizo: .....

Ikheli: .....  
.....

Inombolo Yocingo:..... Iyimeyili: .....

**3. Isivumelwano sokusebenza**

(a) Imithethongqubo Yezokulima

(b) Ilanga lokuqala ukusebenza .....

(c) Ilanga lokumiswa ukusebenza .....

(d) Uhlobo lomsebenzi .....

(e) Uhlobo lwesivumelwano sokusebenza .....

(f) Iholo ..... Ngeviki/ngamaviki amabili/ngenyanga

**4. Izinsolo:**

(i) .....

(ii) .....

(iii) .....

(iv) .....

(v) .....

Isayinetsha:..... Inombolo Zesithupha: .....



