



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Regulation Gazette

No. 10140

Regulasiekoerant

Vol. 584

Pretoria, 28 February 2014
Februarie

No. 37398

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes



9771682584003



AIDS HELPLINE: 0800-0123-22 Prevention is the cure

IMPORTANT NOTICE

The Government Printing Works will not be held responsible for faxed documents not received due to errors on the fax machine or faxes received which are unclear or incomplete. Please be advised that an "OK" slip, received from a fax machine, will not be accepted as proof that documents were received by the GPW for printing. If documents are faxed to the GPW it will be the sender's responsibility to phone and confirm that the documents were received in good order.

Furthermore the Government Printing Works will also not be held responsible for cancellations and amendments which have not been done on original documents received from clients.

CONTENTS • INHOUD

<i>No.</i>	<i>Page No.</i>	<i>Gazette No.</i>
GOVERNMENT NOTICE		
Arts and Culture, Department of		
<i>Government Notice</i>		
R. 150 Use of Official Languages Act (12/2012): Regulations	3	37398

GOVERNMENT NOTICE

DEPARTMENT OF ARTS AND CULTURE

No. R. 150

28 February 2014

DEPARTMENT OF ARTS AND CULTURE

USE OF OFFICIAL LANGUAGES ACT, 2012: REGULATIONS

I, Shipokosa Paul Mashatile, Minister of Arts and Culture hereby under Section 12 of the Use of Official Languages Act, 2012 (Act No.12 of 2012), and after consultation with stakeholders and Cabinet Ministers whose area of responsibility will be affected by these Regulations, make the Regulations in the Schedule hereto.



SP Mashatile, MP
Minister of Arts and Culture
Date: 05/02/2014

5

**REGULATIONS IN TERMS OF SECTION 13 OF THE USE OF OFFICIAL
LANGUAGES ACT, 2012**

USE OF OFFICIAL LANGUAGES ACT, 2012

REGULATIONS

s1

TABLE OF CONTENTS

1.	INTERPRETATION.....	6
2.	CONTENT AND FORM OF A LANGUAGE POLICY	6
3.	PROCESS TO DETERMINE OFFICIAL LANGUAGES.....	10
5	4. TIMEFRAMES FOR ESTABLISHING A LANGUAGE UNIT	12
	5. TIMEFRAMES FOR REPORT CONTEMPLATED IN SECTION 9.....	13
	6. APPLICATION FOR EXEMPTION.....	13
	7. LODGING OF AN APPLICATION FOR EXEMPTION.....	14
	8. REQUIREMENTS FOR AN APPLICATION FOR EXEMPTION	14
10	9. REVIEW OF EXEMPTIONS.....	14
	10. SHORT TITLE AND COMMENCEMENT DATE.....	15

USE OF OFFICIAL LANGUAGES ACT, 2012
REGULATIONS

s1-s2

PART 1: INTERPRETATION**1. Interpretation**

- (1) In these Regulations, unless the context indicates otherwise-
- (a) “**day**” means a calendar day, and when any number of days is prescribed for the doing of any act, the time period must be calculated by excluding the first day and including the last day, except if the last day falls on a Sunday or a public holiday, in which case the time period will expire on the day following the Sunday or public holiday;
- (b) “**Director-General**” means the Director-General of the Department;
- (c) “**Department**” means the national Department of Arts and Culture;
- (d) “**Minister**” means the Minister responsible for language matters; and
- (e) “**the Act**” means the Use of Official Languages Act, 2012.
- (2) A word or expression that is defined in the Act bears the same meaning in these Regulations as in the Act.
- (3) A reference to a section number in these regulations refers to the corresponding section of the Use of Official Languages Act, 2012.

PART 2: CONTENT AND FORM OF A LANGUAGE POLICY**2. Content and form of a language policy**

- (1) A language policy contemplated in section 4 of the Act must state:
- (a) the purpose of policy;
- (b) the nature of the national department, national public entity or national public enterprise describing, amongst other things:

USE OF OFFICIAL LANGUAGES ACT, 2012

REGULATIONS

s2

- 5
- (i) the nature of services provided by the national department, national public entity or national public enterprise;
- (ii) regions or geographic locations where services are provided;
- (c) the official languages that the national department, national public entity or national public enterprise will use for government purposes;
- (d) how the national department, national public entity or national public enterprise will use the official languages selected, amongst other things:
- 10
- (i) to effectively communicate with members of the public;
- (ii) when compiling official forms;
- (iii) in public notices and announcements, public information signs, signage identifying facilities and services;
- (iv) in government reports, documents, records, transcripts and other official publications intended for public distribution; and
- (v) at hearings and other official proceedings.
- 15
- (e) how the national department, national public entity or national public enterprise will communicate with members of the public whose language of choice is not one of selected official languages, amongst other things:
- 20
- (i) providing a procedure to enable members of the public to receive services in a language other than the official languages of the national department, national public entity or national public enterprise, which may include translation and/or interpretation services;
- (ii) stipulating the time periods that will apply to such procedures;
- (f) how the national department, national public entity or national public enterprise will communicate with members of the public whose language of choice is South African sign language by, amongst other things:
- 25

USE OF OFFICIAL LANGUAGES ACT, 2012
REGULATIONS

s2

- (i) providing a procedure to enable members of the public to receive services in South African sign language; and
- (ii) stipulating the time periods that will apply to such procedures.
- (g) how members of the public can access the language policy by describing:
- 5 (i) which official languages the policy will be published in, provided that the language policy must be published in at least the selected official languages;
- (ii) where the policy will be available in hardcopy and electronically and the procedure to enable members of the public to access the policy; and
- 10 (iii) whether the policy will be available in Braille and, if so, the procedure to enable members of the public to access the policy in Braille.
- (h) a complaints mechanism regarding the use of official languages by a national department, national public entity or national public enterprise, in the form contemplated in regulation 2(2) below.
- 15 (2) Complaints mechanism
- (a) Any person who is dissatisfied with a decision of a national department, national public entity or national public enterprise regarding its use of official languages may lodge a complaint addressed to:
- (i) the director-general of the national department concerned; or
- 20 (ii) the head of the national public entity or national public enterprise concerned.
- (b) A complaint must be delivered:
- (i) to the street address of the head office of the national department, national public entity or national public enterprise; or

USE OF OFFICIAL LANGUAGES ACT, 2012

REGULATIONS

s2

- 5 (ii) by registered post remitted to the director-general of the national department concerned or the head of the national public entity or national public enterprise at the postal address of the head office of the national department, national public entity or national public enterprise; or
- (iii) by fax or e-mail to the director-general of the national department concerned or the head of the national public entity or national public enterprise, at his/her fax or e-mail address.
- (c) The complaint must:
- 10 (i) be in writing;
- (ii) be lodged within 3 months of the complaint arising;
- (iii) state the name, address, and contact information of the person lodging the complaint; and
- (iv) provide a full and detailed description of the complaint.
- 15 (d) The director-general of the national department concerned or the head of the national public entity or national public enterprise may request a complainant to:
- (i) supply additional information necessary to consider the complaint; and
- (ii) attend a meeting for the purposes of making oral enquiry into the
- 20 complaint.
- (e) The director-general of the national department concerned or the head of the national public entity or national public enterprise must:
- (i) consider the complaint and make a decision, no later than 3 months after the complaint was lodged; and
- 25 (ii) inform the complainant in writing of the decision.

USE OF OFFICIAL LANGUAGES ACT, 2012
REGULATIONS

s3

(3) A complainant not satisfied with a decision contemplated in paragraph 2(e)(ii) may lodge an appeal with:

- 5
- (a) the Minister of the of the national department concerned; or
 - (b) the accounting authority of a national public entity or national public enterprise.

(c) The appeal must:

- 10
- (i) be in writing;
 - (ii) be lodged within 1 month of a decision contemplated in paragraph 2(e)(ii);
 - (iii) state the name, address, and contact information of the person lodging the appeal; and
 - (iv) provide a full and detailed description of the complaint.

(d) The Minister of the national department concerned or the accounting authority of the national public entity or national public enterprise must:

- 15
- (i) consider the appeal and make a decision, no later than 3 months after the appeal was lodged; and
 - (ii) inform the appellant in writing of the decision.

3. Process to determine official languages

20

(1) In order to determine its official languages as contemplated in section 4(2) of the Act, every national department, national public entity or national public enterprise:

- (a) must consider the factors stipulated in section 6(3) of the Constitution, including:

USE OF OFFICIAL LANGUAGES ACT, 2012

REGULATIONS

s3

-
- (i) language usage of members of the public that access the services of the national department, national public entity or national public enterprise, having regard to:
- (aa) language needs of members of the public accessing the services;
 - 5 (bb) language statistics in the population census published by the Statistician-General in terms of section 7 of the Statistics Act No.6 of 1999;
 - (cc) research that the national department, national public entity or national public enterprise may conduct;
- 10 (ii) expenses associated with adopting official languages for government purposes;
- (b) must consider practical and positive measures that it will take to elevate the status and advance the use of indigenous languages of historically diminished use and status, in accordance with section 6(2) of the Constitution.
- 15 (2) Before adopting its language policy, every national department, national public entity or national public enterprise must:
- (a) publish the proposed language policy in the Gazette for public comment;
 - (b) grant a period of at least 30 days for written representations to the national department, national public entity or national public enterprise on the proposed language policy; and
 - 20 (c) consider any such written representations received.
- (3) Every national department, national public entity or national public enterprise must publish its language policy in the Gazette as soon as reasonably practicable, but within 90 days of its adoption.

USE OF OFFICIAL LANGUAGES ACT, 2012
REGULATIONS

s4

PART 3: TIMEFRAMES FOR ESTABLISHING A LANGUAGE UNIT**4. Timeframes for establishing a language unit**

- 5 (1) Every national department, national public entity and national public enterprise, other than a national public entity and national public enterprise exempted in terms of section 12 of the Act, must establish a language unit contemplated in section 7 of the Act, within 6 months of the coming into effect of these Regulations.
- (2) A national department, national public entity or national public enterprise may apply to the Minister for an extension of the period contemplated in sub-regulation (1).
- 10 (3) An application for extension contemplated in sub-regulation (2) must, amongst other things:
- (a) be submitted to the Minister at least 2 months before the expiry of the period contemplated in sub-regulation (1);
 - (b) provide full and detailed reasons for the application for extension; and
 - (c) stipulate when a language unit contemplated in section 7 of the Act will be
- 15 established.
- (4) The Minister may, after considering the application, grant the extension, provided that such extension may not exceed 2 months.
- (5) The Minister must make the decision whether or not to grant the extension within
- 20 1 month from the date of receiving the application and inform the applicant in writing of the decision.
- (6) If, upon the expiry of the 1 month period provided for in sub-section (5), the Minister has not informed the applicant in writing of the decision, the Minister will be deemed to have refused the application for extension.

USE OF OFFICIAL LANGUAGES ACT, 2012

REGULATIONS

s5-s6

PART 4: TIMEFRAMES FOR REPORT CONTEMPLATED IN SECTION 9**5. Timeframes for report contemplated in section 9**

- 5 (1) A national department, national public entity or national public enterprise must, at least 3 months after the end of its financial year, submit to the Minister the report contemplated in section 9(2) of the Act.
- (2) A national department, national public entity or national public enterprise may apply to the Minister for an extension of the period contemplated in sub-regulation (1).
- (3) An application for extension contemplated in sub-regulation (2) must, amongst other things:
- 10 (a) be submitted to the Minister at least 1 month before the expiry of the period contemplated in sub-regulation (1);
- (b) provide full and detailed reasons for the application for extension; and
- (c) stipulate when a report contemplated in section 9(2) of the Act will be submitted.
- 15 (4) The Minister may, after considering the application, grant the extension, provided that such extension may not exceed 2 months.
- (5) The Minister must make the decision whether or not to grant the extension within 1 month from the date of receiving the application.

PART 5: EXEMPTION IN TERMS OF SECTION 12**20 6. Application for exemption**

- (1) A national public entity or national public enterprise listed in Schedule 3 Parts A or B to the Public Finance Management Act, 1999 (Act No. 1 of 1999) may apply to the Minister for exemption from the application of section 7 of the Act to establish a language unit, within 3 months of the coming into effect of these Regulations.

USE OF OFFICIAL LANGUAGES ACT, 2012
REGULATIONS

s7-s9

7. Lodging of an application for exemption

- (1) An applicant must lodge an application for exemption in writing, addressed to the Director-General:
- (a) at the street address of the head office of the Department, or
 - 5 (b) by registered post remitted to the Director-General at the postal address of the head office of the Department; or
 - (c) by fax or e-mail to the to the Director-General at his/her fax or e-mail address.

8. Requirements for an application for exemption

- (1) An application for exemption must be in writing and must contain-
- 10 (a) the name, address, and contact information of the applicant; and
 - (b) the full and detailed grounds on which the application is based.
- (2) The Minister must provide the applicant with a written acknowledgement of receipt of the application and may:
- 15 (a) request such further documentation or particulars in writing from an applicant relating to any matter pertaining to the application as it may deem necessary; and
 - (b) conduct such investigation and/or inspection of the applicant in terms of the Act as the director-general may deem necessary in the circumstances.
- (3) The Minister may grant the exemption, with or without conditions and must inform
- 20 the applicant in writing of the decision.

9. Review of exemptions

- (1) The Minister may at any time review an exemption granted in terms of the Act and may –

USE OF OFFICIAL LANGUAGES ACT, 2012

REGULATIONS

s10

5

- (a) withdraw the exemption;
- (b) amend or remove any condition to which the exemption is subject, or add the conditions that may be necessary;
- (c) amend the scope of the exemption; or
- (d) take any other step in regard to the exemption.

10. Short title and commencement date

- (1) These regulations are the Use of Official Languages Regulations, 2013 and will come into effect on a date to be determined by the Minister by notice in the *Gazette*.

5

**NDAULO U YA NGA KHETHEKANYO YA VHU 13 YA MULAYO WA
TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012**

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012

DZINDAULO

xi

ZWI RE NGOMU

	1.	ṪHALUTSHEDZO.....	18
	2.	ZWI RE NGOMU NA TSHIVHUMBEO TSHA MBEKANYAMAITELE YA LUAMBO	19
5	3.	MAITELE A U TA NYAMBO DZA TSHIOFISI	24
	4.	ZWIFHINGA ZWA U THOMA YUNITI YA LUAMBO	26
	5.	ZWIFHINGA ZWA MUVHIGO WO SUMBEDZWAHO KHA KHETHEKANYO YA VHU 9.....	27
	6.	KHUMBELO YA THENDELO YA U SA THOMA YUNITI YA LUAMBO.....	28
10	7.	U ITA KHUMBELO YA THENDELO YA U SA THOMA YUNITI YA LUAMBO	29
	8.	ṪHODEA DZA KHUMBELO YA THENDELO YA U SA THOMA YUNITI YA LUAMBO	29
	9.	TSEDZULUSO YA THENDELO YA U SA THOMA YUNITI YA LUAMBO.....	30
	10.	THAITILI PFUFHI NA DATUMU YA U THOMA U SHUMA.....	30

15

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012
DZINDAULO

s1

TSHIPIጸA TSHA 1: ጸHALUTSHEDZO

1. ጸhalutshedzo

(1) Kha idzi ndaulo, nga nnጸa ha musi zwo sumbedzwa nga iጸwe nጸila-

(a) “ጸuvha” zwi amba ጸuvha ጸa khalenda, nahone musi hu tshi tiwa tshivhalo tshiጸwe na tshiጸwe tsha u ita zwiጸwe na zwiጸwe, tshifhinga tshenetsho a tsho ngo tea u katela ጸuvha ጸa u thoma na ጸa u fhedza, nga nnጸa ha musi ጸuvha ጸa u fhedza hu Swonndaha kana holodei ya tshitshavha;

(b) “Mulangi-Dzhenerala” zwi amba Mulangi-Dzhenerala wa Muhasho;

(c) “Muhasho” zwi amba Muhasho wa Mvelele na Vhutsila wa lushaka;

(d) “Minista” zwi amba Minista a re na vhuጸifhinduleli kha zwa luambo; na

(e) “Mulayo” zwi amba Mulayo wa Tshumiso ya Nyambo dza Tshiofisi wa 2012.

(2) Ipfi kana ጸifurase ጸo ጸalutshedzwaho kha Mulayo zwi na ጸhalutshedzo i fanaho kha idzi Ndaulo u fana na kha Mulayo.

(3) Nomboro ya khethekanyo yo sumbedzwaho kha idzi ndaulo i yelana na khethekanyo i tshimbilelanaho nayo ya Mulayo wa Tshumiso ya Nyambo dza Tshiofisi.

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012

DZINDAULO

s2

**TSHIPIጂA TSHA VHU 2: ZWI RE NGOMU NA TSHIVHUMBEO TSHA
MBEKANYAMAITELE YA LUAMBO**

2. Zwi re ngomu na tshivhumbeo tsha mbekanyamaitele ya luambo

(1) Mbekanyamaitele ya luambo yo sumbedzwaho kha tshipiጂa tsha vhu 4 tsha Mulayo i
5 tea u sumbedza:

(a) ndivho ya mbekanyamaitele;

(b) lushaka lwa muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la
muvhuso, line la talutshedza:

(i) lushaka lwa tshumelo dzine dza netshedzwa nga muhasho wa lushaka,
10 zwiimiswa zwa muvhuso kana mabindu a muvhuso;

(ii) madzingu kana fhethu hune tshumelo dza netshedzwa hone

(c) nyambo dza tshiofisi dzine muhasho wa lushaka, tshiimiswa tsha muvhuso
kana mabindu a muvhuso zwa ጂo dzi shumisa kha zwa muvhuso;

(d) uri muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso zwi
15 ጂo shumisa hani nyambo dzo nangiwo dza tshiofisi:

(i) kha u davhidzana zwavhuጂi na tshitshavha;

(ii) musi hu tshi bveledzwa fomo dza tshiofisi;

(iii) kha ndivhadzo dza muvhuso, zwiga zwa mafhungo zwa muvhuso,
tshumelo na tshomedzo dza u sumbedza zwiga

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012
DZINDAULO

s2

- (iv) kha mivhigo ya muvhuso, mañwalo, rekhodo na dziñwe nyanqadzo dzo itelwaho tshitshavha; na
- (v) kha tsengo na tsengo dza tshiofisi.
- 5 (e) uri muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso zwi do davhidzana hani na tshitshavha tshine luambo lwatsho lwa vha lu si luñwe lwa nyambo dzo nangiwaho:
- 10 (i) u ñetshedza maitete a u konisa tshitshavha u wana tshumelo nga luñwe luambo hu si nga nyambo dza tshiofisi dza muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso, dzine dzi nga katela tshumelo dza vhubinduleli na / kana dza vhubudologi;
- (ii) u sumbedza zwifhinga zwine zwa do tea kha maitete eneo;
- (f) uri muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso li do davhidzana hani na tshitshavha tshine tsha shumisa Luambo lwa Tswayo lwa Afrika Tshipembe kha u:
- 15 (i) ñetshedza maitete a u konisa tshitshavha u wana tshumelo nga luambo lwa Tswayo lwa Afrika Tshipembe; na
- (ii) sumbedza zwifhinga zwine aya maitete a do shuma ngazwo.
- (g) Uri tshitshavha tshi do swikelela hani mbekanyamaitete ya luambo nga u talutshedza;

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012

DZINDAULO

s2

- (i) uri ndi nyambo dzifhio dzine mbekanyamaitele ya luambo ya do andadzwa ngadzo, tenda mbekanyamaitele ya luambo ya andadzwa nga nyambo dza tshiofisi dzo nangiwaho;
- (ii) hune mbekanyamaitele ya do wanala nga khophi na nga elekhihironikhi na maitele a u konisa tshitshavha u swikelela mbekanyamaitele; na
- (iii) uri naa mbekanyamaitele i do wanala nga Bureli, arali zwo ralo, maitele a u konisa tshitshavha u swikelela mbekanyamaitele nga Bureli.
- (h) ndila ya u vhilaela malugana na tshumiso ya nyambo dza tshiofisi nga muhasho wa lushaka, tshiimiswa tsha muvhuso, nga tshivhumbeo tsho sumbedzwaho kha ndaulo ya 7(2) afho fhasi.
- (2) Ndila ya u vhilaela
- (a) Muthu muŋwe na muŋwe ane a vha a songo fushea nga tsho yo dzhiwaho nga muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso malugana na tshumiso ya nyambo dza tshiofisi a nga vhilaela kha:
- (i) mulangi-dzhenerala wa muhasho wa lushaka u kwameaho; kana
- (ii) fhoho ya tshiimiswa tsha muvhuso kana bindu la muvhuso li kwameaho.
- (b) Mbilaelo i tea u rumelwa:
- (i) kha adirese ya tshitarata tsha ofisi khulwane ya muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso; kana

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012
DZINDAULO

s2

5 (ii) nga poso yo redzhisitariwaho ya rumelwa kha mulangi-dzhenerala wa muhasho wa lushaka u kwameaho kana thoho ya tshiimiswa tsha muvhuso kana bindu la muvhuso kha adirese ya poso ya ofisi khulwane ya muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso; kana

(iii) nga fekisi kana e-meili kha mulangi-dzhenerala wa muhasho wa lushaka u kwameaho kana thoho ya tshiimiswa tsha muvhuso kha fekisi kana e-meili yawe.

(c) Mbilaelo i tea u vha :

10 (i) yo tou nwaliwa;

(ii) yo vhigiwa kha miñwedzi 3 u bva tshee ha vha na mbilaelo;

(iii) sumbedza dzina, adirese na zwidodombedzwa zwa vhukwamani zwa muthu ane a khou vhiga mbilaelo; na

15 (iv) u netshedza thalutshedzo nga vhuḁalo nahone yo dodombedzwaho ya mbilaelo.

(d) Mulangi-Dzhenerala wa muhasho wa lushaka u kwameaho kana thoho ya tshiimiswa tsha muvhuso kana bindu la muvhuso a nga humbela muvhilaeli u:

(i) netshedza mañwe mafhungo o teaho malugana na uri mbilaelo i dzhielwe ntha; na

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012

DZINDAULO

s2

5

(ii) dzhenela muṭangano uri a kone u vhudzisa malugana na mbilaelo.

(e) Mulangi-dzhenerala wa muhasho wa lushaka u kwameaho kana ṭhoho ya tshiimiswa tsha muvhuso kana bindu ḷa muvhuso zwi tea u:

(i) dzhiela nṭha mbilaelo na u dzhia tsheo, hu saathu fhela miṛwedzi miraru

(3) ho vhighiwa mbilaleo; na

(ii) ḍivhadza muvhilaeli tsheo nga u tou ṛwala.

(3) Muvhilaeli a songo fusheaho nga tsheo yo sumbedzwaho kha phara ya 2(e)(ii) a nga ita aphili kha

(a) Minista wa muhasho wa lushaka u kwameaho; kana

10

(b) Muofisiri wa vhuḍifhinduleli wa tshiimiswa tsha muvhuso kana bindu ḷa muvhuso.

(c) Aphili i tea u:

(i) vha yo tou ṛwaliwaho;

15

(ii) vha yo itiwa hu saathu fhela ṛwedzi muthihi (1) ho dzhiwa tsheo yo sumbedzwaho kha phara ya 2(e)(ii);

(iii) sumbedza dzina, aḍirese na zwidombedzwa zwa vhukwamani zwa muthu ane a khou aphila; na

(iv) ṛetshedza ṭhalutshedzo nga vhuḍalo ya mbilaelo.

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012
DZINDAULO

s3

(d) **Minista wa muhasho wa lushaka u kwameaho kana muofisiri wa vhuḁifhinduleli wa tshiimiswa tsha muvhuso kana bindu la muvhuso u tea u:**

(i) **dzhiela nḁha aphili na u dzhia tsheo hu saathu fhela miḁwedzi miraru (3) ho itwa aphili; na**

5 (ii) **u ḁivhadza muvhilaeli tsheo nga u tou ḁwala**

3. Maitela a u ta nyambo dza tshiofisi

(1) **Malugana na u ta nyambo dza tshiofisi sa zwe zwa sumbedziswa zwone kha khethekanyo ya vhu 4 (2) ya Mulayo, muhasho muḁwe na muḁwe wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso:**

10 (a) **Zwi tea u dzhiela nḁha zwiḁuḁuwedzi zwo sumbedzwaho kha khethekanyo ya vhu 6(3) ya Ndayotewa, hu tshi katelwa:**

(i) **tshumiso ya luambo ya tshitshavha tshine tsha swikelela tshumelo dza muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso, malugana na:**

15 (aa) **ḁhoḁea dza luambo dza tshitshavha tshine tsha swikelela tshumelo;**

(bb) **tshitatisitiki tsha luambo kha sentsasi ya lushaka yo anḁadziwaho nga Mutatisitiki-Dzhenerala u ya nga khethekanyo ya vhu 7 ya Mulayo wa Zwitatisitiki wa vhu 6 wa 1999;**

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012

DZINDAULO

s3

- (cc) tshoqisiso dzine dzi nga itwa nga muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso;
- (ii) tshinyalelo dza malugana na u shumisa nyambo dza tshiofisi kha zwa muvhuso;
- 5 (b) u dzhiela ntha maga ane a konadzea avhuqi ane a do dzhiwa u gonyisa tshiimo na u khwinisa nyambo dzapo dze dza vha dzo kandedzwa kale, u ya nga khethekanyo ya vhu 6(2) ya Ndayotewa.
- (2) Phanda ha u shumisa mbekanyamaitele yawo ya luambo, muhasho muwe na muwe wa lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso zwi tea u:
- 10 (a) andadza mbekanyamaitele ya luambo yo dzinginywaho kha Gazette u itela uri tshitshavha tshi kone u ngetshedza mihumbulo yatsho;
- (b) ngetshedza tshifhinga tsha maduvha a 30 tsha vhuqanzi ho tou rwaliwaho kha muhasho wa lushaka, tshiimiswa tsha muvhuso kana mbekanyamaitele ya luambo yo dzinginywaho; na
- 15 (c) dzhiela ntha vhuqanzi vhuwe na vhuwe ho tangedzwaho.
- (3) Muhasho wa lushaka muwe na muwe, tshiimiswa tsha muvhuso kana bindu la muvhuso zwi tea u andadza mbekanyamaitele yazwo nga u favhanya nga hune zwa konadzea, fhedzi hu saathu fhela maduvha a 90 yo tangedzwa.

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012
DZINDAULO

s4

TSHIPIDA TSHA VHU 3: ZWIFHINGA ZWA U THOMA YUNITI YA LUAMBO**4. Zwifhinga zwa u thoma yuniti ya luambo**

- (1) Muhasho wa muvhuso muñwe na muñwe, tshiimiswa tsha muvhuso na bindu la muvhuso, nga nn̄a ha tshiimiswa tsha muvhuso na bindu la muvhuso zwo
5 n̄etshedzwaho thendelo ya u sa thoma yuniti ya luambo u ya nga khethekanyo ya vhu
12 ya Mulayo, zwi tea u thoma yuniti ya luambo yo sumbedzwaho kha khethekanyo
ya vhu7 ya Mulayo, hu saathu fhela miñwedzi ya 6 phan̄a ha musi idzi Ndaulo dzi
tshi thoma u shuma..
- (2) Muhasho wa Lushaka, tshiimiswa tsha muvhuso kana bindu la muvhuso zwi nga ita
10 khumbelo kha Minista ya nyengedzedzo ya tshifhinga yo sumbedzwaho kha ndaulo
thukhu ya 1.
- (3) Khumbelo ya nyengedzedzo ya tshifhinga yo sumbedzwaho kha ndaulo thukhu ya
(2) i tea u:
- (a) rumelwa kha Minista hu saathu fhela miñwedzi mivhili (2) phan̄a ha musi
15 tshifhinga tshi tshi fhela sa zwe zwa sumbedziswa zwone kha ndaulo thukhu
ya (1);
- (b) n̄etshedza zwiitisi zwo fhelelaho nahone nga vhuḁalo zwa khumbelo ya
nyengedzedzo; na
- (c) sumbedza uri yuniti ya luambo yo sumbedzwaho kha khethekanyo ya vhu 7 i
20 ḁo thomiwa lini.

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012

DZINDAULO

s5

(4) Miniṣṭa nga murahu ha u dzhiela nṯha khumbelo, a nga ṅetshedza nyengedzedzo, tenda ya vha i sa fhiri miṅwedzi mivhili (2).

(5) Miniṣṭa u tea u dzhia tsho ya uri u a ṅetshedza kana ha ṅetshedzi nyengedzedzo hu saathu fhela ṅwedzi muthihi (1) u bva nga ḍuvha ḷe ha ṯanganedzwa khumbelo nahone u tea u ḍivhadza muhumbeli nga u tou ṅwala.

(6) Arali ha wanala uri ho no fhela ṅwedzi muthihi (1) we wa ṅetshedzwa kha khethekanyo ṯhukhu ya (5), nahone Miniṣṭa ha athu ḍivhadza muhumbeli tsho ye a dzhia nga u tou ṅwala, zwi ḍo dzhiwa uri Miniṣṭa ho ngo ṯanganedza khumbelo ya nyengedzedzo.

10 **TSHIPIḌA TSHA VHU 4: ZWIFHINGA ZWA MUVHIGO WO SUMBEDZWAHO KHA
KHETHEKANYO YA VHU 9**

5. **Zwifhinga zwa muvhigo wo sumbedzwaho kha khethekanyo ya vhu 9**

(1) Muhasho wa lushaka, tshiimiswa tsha muvhu kana bindu ḷa muvhuso zwi tea u rumela muvhigo wo sumbedzwaho kha khethekanyo ya vhu 9(2) kha Miniṣṭa ho fhela miṅwedzi miraru (3) nga murahu ha musi ho fhela ṅwaha wa masheleni.

(2) Muhasho wa lushaka, tshiimiswa tsha muvhuso kana bindu ḷa muvhuso zwi nga ita khumbelo kha Miniṣṭa ya u engedzedzwa ha tshifhinga tsho sumbedzwaho kha ndaulo ṯhukhu ya (1).

(3) Khumbelo ya nyengedzedzo ya tshifhinga yo sumbedzwaho kha ndaulo ṯhukhu ya (2) i tea u:

20

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012
DZINDAULO

s6

- (a) rumelwa kha Minis̄ta hu saathu fhela n̄wedzi muthihi (1) phan̄a ha musi tshifhinga tsho sumbedzwaho kha ndaulo t̄hukhu tshi tshi fhela (1);
- (b) n̄etshedza zwidodombedzwa zwo fhelelaho nahone nga vhuḁalo zwa zwiitisi zwa khumbelo ya nyengedzedzo; na
- 5 (c) sumbedza uri muvhigo wo sumbedzwaho kha khethekanyo ya vhu 9(2) ya Mulayo u ḁo rumelwa kana u n̄etshedzwa.
- (4) Nga murahu ha u dzhiela n̄tha khumbelo, Minis̄ta u ḁo n̄etshedza nyengedzedzo, tenda nyengedzedzo yeneyo ya si fhire miñwedzi mivhili (2).
- (5) Minis̄ta u tea u dzhia tsheo ya uri u a n̄etshedza kana ha n̄etshedzi nyengedzedzo hu
- 10 saathu fhela n̄wedzi muthihi (1) u bva nga ḁuvha le a t̄anganedza khumbelo.

**TSHIPIḁA TSHA VHU 5: THENDELO YA U SA THOMA YUNITI YA LUAMBO U YA
NGA KHETHEKANYO YA VHU 12**

6. Thendelo ya u sa thoma yuniti ya luambo

- (1) Tshiimiswa tsha muvhuso kana bindu la muvhuso lo sumbedzwaho kha Sheduḁu ya
- 15 Vhu3 kha Tshipiḁa tsha A kana B tsha Mulayo wa Ndangulo ya Masheleni a Muvhuso wa 1999 (Mulayo wa u 1 wa 1999) zwi nga ita khumbelo ya thendelo kha Minis̄ta kha khethekanyo ya vhu7 ya Mulayo ya u sa thoma yuniti ya luambo, hu saathu fhela miñwedzi miraru idzi Ndaulo dzi tshi thoma u shuma.

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012

DZINDAULO

s7-s8

7. U ita khumbelo ya thendelo ya u sa thoma yuniti ya luambo

(1) Muhumbeli u tea u ita khumbelo ya thendelo ya u sa thoma yuniti ya luambo nga u tou űwala, yo livhiswa kha Mulangi-Dzhenerala:

(a) Kha aḁirese ya tshiḁaraḁa tsha ofisi khulwane ya Muhasho, kana

5 (b) Nga poso yo redzhisiḁariwaho ya rumelwa kha Mulangi-Dzhenerala kha aḁirese ya poso ya ofisi khulwane ya Muhasho; kana

(c) Nga fekisi kana emeiḁi kha Mulangi - Dzhenerala

8. Ṙhoḁea dza khumbelo ya thendelo ya u sa thoma yuniti ya luambo

(1) Khumbelo ya thendelo ya u sa thoma yuniti ya luambo i tea u vha yo tou űwaliwa nahone i tea u vha i na-

10

(a) Dzina, aḁirese na zwidombedzwa zwa vhukwamani zwa muhumbeli; na

(b) Zwiitisi zwo fhelelaho nahone nga vhuḁalo zwa u ita khumbelo.

(2) Miniḁa u tea u űetshedza muhumbeli vhuḁanzi ho tou űwaliwaho ha u sumbedza uri khumbelo yo ḁanganedzwa nahone vha nga kha ḁi:

15

(a) humbela maḁwalo eneo kana zwidombedzwa nga u tou űwala kha muhumbeli zwa malugana na khumbelo arali zwo tea ; na

(b) ita ḁoḁisiso kha muhumbeli u ya nga Mulayo sa zwine Mulangi-Dzhenerala a vhona zwo tea kha nyimele.

MULAYO WA TSHUMISO YA NYAMBO DZA TSHIOFISI WA 2012
DZINDAULO

s9-s10

- (3) **Minista a nga netshedza thendelo ya u sa thoma yuniti ya luambo hu na maga kana hu si na maga nahone u tea u divhadza muhumbeli tsheo nga u tou n'wala.**

9. Tsedzuluso ya thendelo ya u sa thoma yuniti ya luambo

- (1) **Tshifhinga tshiwe na tshiwe Minista a nga sedzulusa thendelo ya u sa thoma yuniti ya luambo yo netshedzwaho u ya nga Mulayo nahone a nga –**

- (a) humisela murahu thendelo;
- (b) khwinisa kana a bvisa mikano miwe na miwe ine thendelo ya vha yo ditika ngayo, kana u dadzisa mikano ine ya vha yo tea;
- (c) shandukisa tshikalo tsha thendelo ya u sa thoma yuniti ya luambo; kana
- (d) dzhia maga ma'we na ma'we malugana na thendelo ya u sa thoma yuniti ya luambo

10. Thoho pfufhi na datumu ya u thoma u shuma

- (1) **Idzi ndaulo ndi Ndaulo dza Tshumiso ya Nyambo dza Tshiofisi dza 2013 nahone dzi do thoma u shuma nga datumu ine ya do vha yo vheva nga Minista nga kha ndivhadzo kha *Gazette*.**

NOTICE – CHANGE OF TELEPHONE NUMBERS: GOVERNMENT PRINTING WORKS

As the mandated government security printer, providing world class security products and services, Government Printing Works has adopted some of the highly innovative technologies to best serve its customers and stakeholders. In line with this task, Government Printing Works has implemented a new telephony system to ensure most effective communication and accessibility. As a result of this development, our telephone numbers will change with effect from 3 February 2014, starting with the Pretoria offices.

The new numbers are as follows:

- Switchboard : 012 748 6001/6002
- **Advertising** : Contact telephone and email address

Decease Estate Gazette	012 748 6210	Estates@gpw.gov.za
Legal Gazette	012 748 6211	LegalGazette@gpw.gov.za
Tender Bulletin Gazette	012 748 6209	TenderBulletin@gpw.gov.za
Gauteng Provincial Gazette	012 748 6205	ProvincialGazetteGauteng@gpw.gov.za
National and Liquor Gazette	012 748 6208	GovGazette&LiquorLicense@gpw.gov.za
Kzn and Eastern Cape Liquor	012 748 6207	ProvincialGazetteNCKZN@gpw.gov.za
ECLPMPNW Provincial Gazette	012 748 6212	ProvincialGazetteECLPMPNW@gpw.gov.za
- Publications : 012 748 6052/6053/6054/6055/6066
- SCM : 012 748 6380/6373/6218
- Debtors : 012 748 6236/6242
- Creditors : 012 748 6246/6274

Please consult our website at www.gpwonline.co.za for more contact details.

NB The numbers for our provincial offices in Cape Town, Polokwane, East London and Mmabatho will not change at this stage.

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
 Publications: Tel: (012) 334-4508, 334-4509, 334-4510
 Advertisements: Tel: (012) 334-4673, 334-4674, 334-4504
 Subscriptions: Tel: (012) 334-4735, 334-4736, 334-4737
 Cape Town Branch: Tel: (021) 465-7531

Gedruk deur en verkrygbaar by die Staatsdrukker, Bosmanstraat, Privaatsak X85, Pretoria, 0001
 Publikasies: Tel: (012) 334-4508, 334-4509, 334-4510
 Advertensies: Tel: (012) 334-4673, 334-4674, 334-4504
 Subskripsies: Tel: (012) 334-4735, 334-4736, 334-4737
 Kaapstad-tak: Tel: (021) 465-7531