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REPUBLIC OF SOUTH AFRICA
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No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.

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government
printing

Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works (GPW)*.

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

GPW has an official email with the domain as @gpw.gov.za

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

GPW will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

Government Printing Works gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at www.gpwonline.co.za
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.
Email: Annamarie.DuToit@gpw.gov.za

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.
Email: Bonakele.Mbhele@gpw.gov.za

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.
Email: Daniel.Legoabe@gpw.gov.za

Closing times for **ORDINARY WEEKLY** **2024** **GOVERNMENT GAZETTE**

*The closing time is **15:00** sharp on the following days:*

- **28 December 2023**, Thursday for the issue of Friday **05 January 2024**
- **05 January**, Friday for the issue of Friday **12 January 2024**
- **12 January**, Friday for the issue of Friday **19 January 2024**
- **19 January**, Friday for the issue of Friday **26 January 2024**
- **26 January**, Friday for the issue of Friday **02 February 2024**
- **02 February**, Friday for the issue of Friday **09 February 2024**
- **09 February**, Friday for the issue of Friday **16 February 2024**
- **16 February**, Friday for the issue of Friday **23 February 2024**
- **23 February**, Friday for the issue of Friday **01 March 2024**
- **01 March**, Friday for the issue of Friday **08 March 2024**
- **08 March**, Friday for the issue of Friday **15 March 2024**
- **14 March**, Thursday for the issue of Friday **22 March 2024**
- **20 March**, Wednesday for the issue of Thursday **28 March 2024**
- **27 March**, Wednesday for the issue of Friday **05 April 2024**
- **05 April**, Friday for the issue of Friday **12 April 2024**
- **12 April**, Friday for the issue of Friday **19 April 2024**
- **19 April**, Friday for the issue of Friday **26 April 2024**
- **25 April**, Thursday for the issue of Friday **03 May 2024**
- **03 May**, Friday for the issue of Friday **10 May 2024**
- **10 May**, Friday for the issue of Friday **17 May 2024**
- **17 May**, Friday for the issue of Friday **24 May 2024**
- **24 May**, Friday for the issue of Friday **31 May 2024**
- **31 May**, Friday for the issue of Friday **07 June 2024**
- **07 June**, Friday for the issue of Friday **14 June 2024**
- **13 June**, Thursday for the issue of Friday **21 June 2024**
- **21 June**, Friday for the issue of Friday **28 June 2024**
- **28 June**, Friday for the issue of Friday **05 July 2024**
- **05 July**, Friday for the issue of Friday **12 July 2024**
- **12 July**, Friday for the issue of Friday **19 July 2024**
- **19 July**, Friday for the issue of Friday **26 July 2024**
- **26 July**, Friday for the issue of Friday **02 August 2024**
- **01 August**, Thursday for the issue of Thursday **08 August 2024**
- **08 August**, Thursday for the issue of Friday **16 August 2024**
- **16 August**, Friday for the issue of Friday **23 August 2024**
- **23 August**, Friday for the issue of Friday **30 August 2024**
- **30 August**, Friday for the issue of Friday **06 September 2024**
- **06 September**, Friday for the issue of Friday **13 September 2024**
- **13 September**, Friday for the issue of Friday **20 September 2024**
- **19 September**, Thursday for the issue of Friday **27 September 2024**
- **27 September**, Friday for the issue of Friday **04 October 2024**
- **04 October**, Friday for the issue of Friday **11 October 2024**
- **11 October**, Friday for the issue of Friday **18 October 2024**
- **18 October**, Friday for the issue of Friday **25 October 2024**
- **25 October**, Friday for the issue of Friday **01 November 2024**
- **01 November**, Friday for the issue of Friday **08 November 2024**
- **08 November**, Friday for the issue of Friday **15 November 2024**
- **15 November**, Friday for the issue of Friday **22 November 2024**
- **22 November**, Friday for the issue of Friday **29 November 2024**
- **29 November**, Friday for the issue of Friday **06 December 2024**
- **06 December**, Friday for the issue of Friday **13 December 2024**
- **12 December**, Thursday for the issue of Friday **20 December 2024**
- **18 December**, Wednesday for the issue of Friday **27 December 2024**

LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3026.32** per page.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works (GPW)** has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe Forms*. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

All re-submissions will be subject to the standard cut-off times.

All notices received after the closing time will be rejected.

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
<i>Extraordinary Gazettes</i>	As required	Any day of the week	<i>Before 10h00 on publication date</i>	<i>Before 10h00 on publication date</i>
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

EXTRAORDINARY GAZETTES

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website www.gpwnonline.co.za.
5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.
8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.
 - 8.1. Each of the following documents must be attached to the email as a separate attachment:
 - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
 - 8.1.1.1. For *National Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
 - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
 - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. (*Please see Quotation section below for further details*)
 - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
 - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
 - 8.1.5. Any additional notice information if applicable.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE**.
11. Notices brought to **GPW** by “walk-in” customers on electronic media can only be submitted in *Adobe* electronic form format. All “walk-in” customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

13. Quotations are valid until the next tariff change.
 - 13.1. **Take note:** **GPW**'s annual tariff increase takes place on **1 April** therefore any quotations issued, accepted and submitted for publication up to **31 March** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
14. Each quotation has a unique number.
15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
 - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
 - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:**
 - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
 - 16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.
 - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).
17. **APPLICABLE ONLY TO CASH CUSTOMERS:**
 - 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
 - 19.1. This means that **the quotation number can only be used once to make a payment.**

GOVERNMENT PRINTING WORKS - BUSINESS RULES**COPY (SEPARATE NOTICE CONTENT DOCUMENT)**

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
- 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.
- The content document should contain only one notice. (You may include the different translations of the same notice in the same document).
- 20.2. The notice should be set on an A4 page, with margins and fonts set as follows:
- Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;
- Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
22. Requests for cancellation must be sent by the original sender of the notice and must be accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

REJECTIONS

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

GOVERNMENT PRINTING WORKS - BUSINESS RULES**APPROVAL OF NOTICES**

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.
26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

27. The Government Printer will assume no liability in respect of—
 - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
 - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
 - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

LIABILITY OF ADVERTISER

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

CUSTOMER INQUIRIES

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre ONLY.
30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

PAYMENT OF COST

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.
35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.
37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

PROOF OF PUBLICATION

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwonline.co.za free of charge, should a proof of publication be required.
39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette(s)*

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:

Government Printing Works
149 Bosman Street
Pretoria

Postal Address:

Private Bag X85
Pretoria
0001

GPW Banking Details:

Bank: ABSA Bosman Street
Account No.: 405 7114 016
Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions:

For queries and quotations, contact: Gazette Contact Centre:

E-mail: submit.egazette@gpw.gov.za

E-mail: info.egazette@gpw.gov.za

Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka:

E-mail: subscriptions@gpw.gov.za

Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

FINANCIAL SECTOR CONDUCT AUTHORITY**NO. 4276****26 January 2024****FINANCIAL MARKETS ACT, 2012****PROPOSED AMENDMENTS TO STRATE (PTY) LTD RULES**

The Financial Sector Conduct Authority (FSCA) hereby gives notice under section 71 (3)(b)(ii) of the Financial Markets Act, 2012 (Act No. 19 of 2012) that the proposed amendments to the rules of Strate (Pty) Ltd have been published on the official website of the FSCA (www.fsca.co.za) for public comment. All interested persons who have any objections to the proposed amendments are hereby called upon to lodge their objections with FSCA, at the following email address: Queries.Marketinfrastructures@fsca.co.za within a period of fourteen (14) days from the date of publication of this notice.

Ms. Astrid Ludin
Deputy Commissioner
Financial Sector Conduct Authority

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

NO. 4277

26 January 2024

**NATIONAL ENVIRONMENTAL MANAGEMENT ACT, 1998
(ACT NO. 107 OF 1998)****CONSULTATION ON THE PROPOSED ADOPTION OF THE SANDVELD ENVIRONMENTAL MANAGEMENT FRAMEWORK STANDARD, 2023 AND THE PROPOSED EXCLUSION OF THE ACTIVITIES RELATED TO THE CLEARANCE OF INDIGENOUS VEGETATION IN THE ENVIRONMENTAL IMPACT ASSESSMENT REGULATIONS LISTING NOTICES 1, 2 AND 3**

I, Barbara Dallas Creecy, Minister of Forestry, Fisheries and the Environment, hereby publish my intention to adopt, in terms of section 24(10)(a)(i) and 24(10)(a)(ii) of the National Environmental Management Act, 1998 (Act No. 107 of 1998), the *Sandveld Environmental Management Framework Standard, 2023*, and based on compliance with this Standard, exclude, in terms of section 24(2)(d) of the National Environmental Management Act, 1998 (Act No. 107 of 1998) the following activities identified in the Listing Notices associated with the Environmental Impact Assessment Regulations, 2014, as amended, from the requirement to obtain an environmental authorisation from the competent authority prior to commencement when undertaken in the geographical area assessed by the Sandveld Environmental Management Framework included on the map provided as Annexure 1:

Activity 27 of Environmental Impact Assessment Regulations Listing Notice 1 of 2014;
Activity 15 of Environmental Impact Assessment Regulations Listing Notice 2 of 2014; and
Activity 12(i) of Environmental Impact Assessment Regulations Listing Notice 3 of 2014.

The Sandveld Environmental Management Framework was adopted by the Western Cape Minister of Local Government, Environmental Affairs and Development Planning on 7 June 2019 as a shared vision of sustainable agriculture within the Sandveld Environmental Management Framework geographical area. The Sandveld Environmental Management Framework introduces the concept of farm-level planning which is to be implemented through the Sandveld Environmental Management Framework Standard, 2023.

The Standard identifies the measures for the management and mitigation of environmental impacts associated with the cultivation of land in the geographical area assessed by the Sandveld Environmental Management Framework and establishes the processes and procedures for the clearance of indigenous vegetation, to be excluded from the requirement to obtain an environmental authorisation. The Standard furthermore prescribes procedures and criteria to be used by the competent authority for the monitoring of excluded activities.

The Standard is available at the following link on the following webpages:

https://www.dffe.gov.za/projectprogrammes/environmental_management_instruments

<https://www.westerncape.gov.za/eadp/>.

Members of the public are invited to submit written comments or inputs, within 30 days after the publication of this Notice in the *Gazette*, or of a newspaper notice calling for comments, whichever period occurs last, to the following addresses:

By post to: The Director-General
Department of Forestry, Fisheries and the Environment
Attention: Dr D Fischer
Private Bag X447
PRETORIA
0001

By hand at: Environment House
473 Steve Biko Road
ARCADIA
0083

By e-mail: dfischer@dfre.gov.za

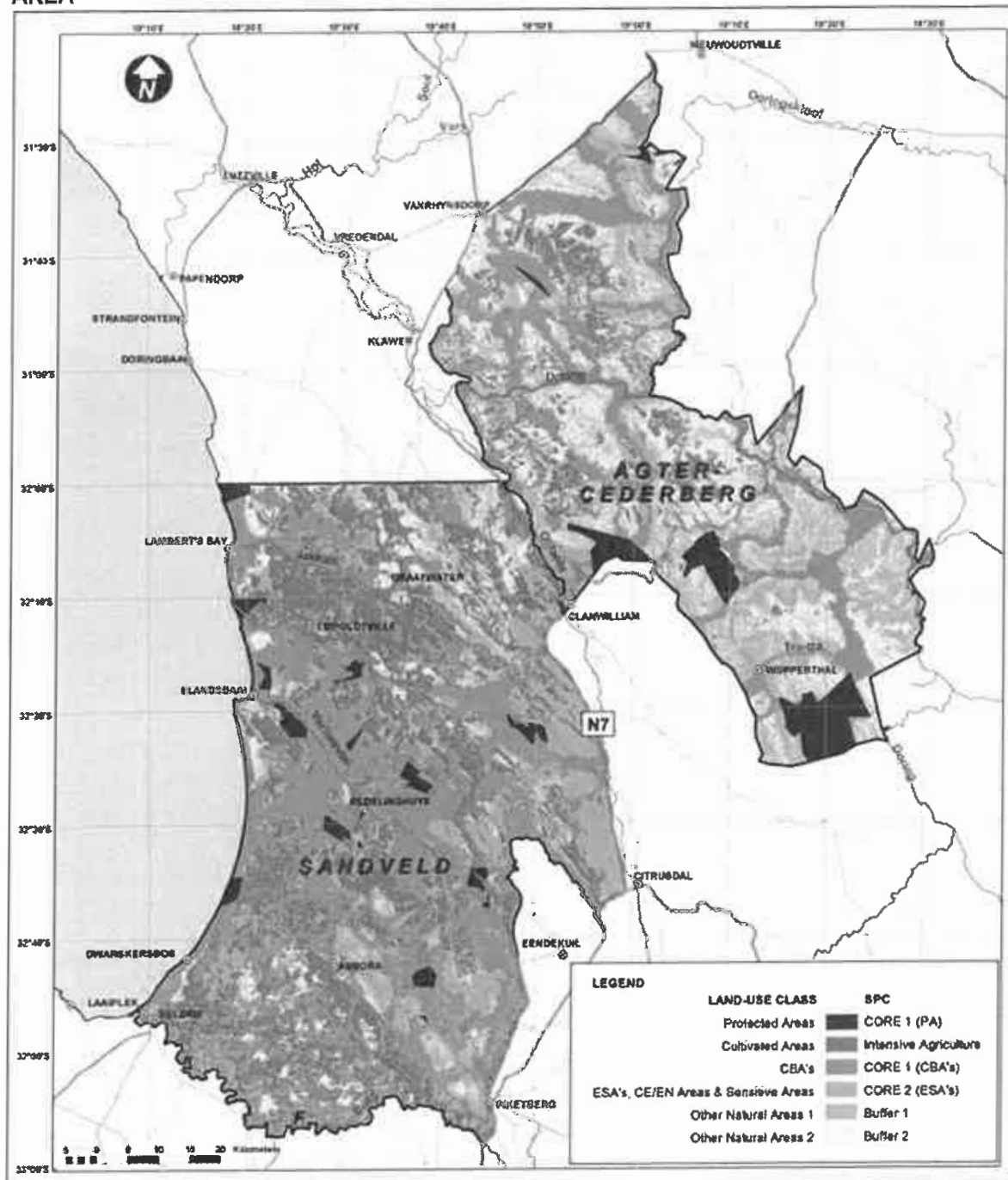
Any inquiries in connection with the notice can be directed to Dr Dee Fischer at dfischer@dfre.gov.za or (012) 399 8843. Comments or inputs received after the closing date may not be considered.

The Department of Forestry, Fisheries and the Environment complies with the Protection of Personal Information Act, 2013 (Act No. 4 of 2013). Comments received and responses thereto are collated into a comments and responses report which will be made available to the public as part of the consultation process. If a commenting party has any objection to his or her name, or the name of the represented company/organisation, being made publicly available in the comments and responses report, such objection should be highlighted in bold as part of the comments submitted in response to this government notice.



BARBARA DALLAS CREECY
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT

ANNEXURE 1: SANDVELD ENVIRONMENTAL MANAGEMENT FRAMEWORK GEOGRAPHICAL AREA



RMC

DEPARTMENT OF WATER AND SANITATION

NO. 4278

26 January 2024

RAW WATER USE CHARGES FOR THE 2024/25 FINANCIAL YEAR

By virtue of the powers vested in me in terms of Section 57(3)(a) of the National Water Act, 1998 (Act. 36 of 1998), I, Senzo Mchunu, in my capacity as the Minister of Water and Sanitation, hereby give notice of the increases in the Raw Water use charges for the periods 1 April 2024 to 31 March 2025 and 1 July 2024 to 30 June 2025.

1. Capital Unit Charges for the Berg Water Project, Mooi-Mgeni Transfer Scheme 2 and uMkhomazi Water Project-Phase 1 will be applicable from 1 July 2024 to 30 June 2025.
2. All other charges will be applicable from 1 April 2024 to 31 March 2025.
3. Water resource management charges

The charge serves as financial support for water resource management activities within each Water Management Area (WMA). These activities encompass the safeguarding, allocation, conservation, management, and regulation of the nation's water resources. The Water Resource Management Charge comprises of two main components: abstraction and the waste related activities.

3.1 Abstraction Related uses

CMA / PROTO CMA	2024/25 FY Approved Tariffs		
	Domestic & Industrial	Irrigation	Forestry
	c/m ³	c/m ³	c/m ³
Limpopo North-West	5.21	3.65	2.87
Olifants	4.78	3.54	2.68
Inkomati-Usuthu	5.07	2.57	1.99
Pongola-Mzimkhulu	3.39	2.50	2.19
Vaal	3.11	2.64	2.64
Orange	1.89	1.15	-
Mzimvubu-Tsitsikama	4.38	3.33	2.94
Breede-Gouritz	5.85	3.26	1.67
Berg-Olifants	6.36	3.06	2.99

3.2 Waste Related activities

The charge for waste related activities will be implemented in all Water Management Areas from the 2024/25 financial year for the Domestic & Industry Sector.

CMA / PROTO CMA	2024/25 FY Approved Tariffs
	c/m ³
Limpopo North-West	3.91
Olifants	3.55

Inkomati-Usuthu	5.07
Pongola-Mzimkhulu	3.46
Vaal	2.93
Orange	2.20
Mzimvubu-Tsitsikama	3.04
Breede-Gouritz	5.67
Berg-Olifants	4.36

4. Water Resource Infrastructure Charges

4.1 Water Resource Infrastructure charges intend to recover costs associated with the planning, design, construction, operation, maintenance, refurbishment, and betterment of Government water schemes. The infrastructure charges are categorised into 4 components, namely: 1) Depreciation; 2) Return on Assets; 3) Operation and Maintenance; and 4) the Capital Unit Charge.

4.2 The water resource infrastructure charges for the Komati and Usuthu schemes are approved as follows, for the Domestic and Industry Sector:

Sector	2024/25 FY Approved Increase Range
Domestic & Industry	8.39% – 18.6%

4.3 The water resource infrastructure charges for all other systems/schemes and water user categories are approved as follows:

Sector	2024/25 FY Approved Increase Range
Domestic & Industry	0% – 8.6%
Irrigation	0% – 8.6%
Forestry	N/A

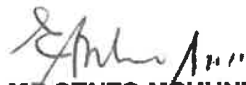
4.4 Capital Unit Charges

Project			2024/25 FY Approved tariffs R/m ³
Vaal River System (VRS)	Capital Unit Charge (CUC)		2.805
	Bulk Operation and Royalty Charge (BO&RC)		0.920
	Total Weighted Average Augmentation Schemes capital tariff		3.725
	Marginal Tariff		5.997
Berg Water Project (BWP)	Berg Water Capital Charge		0.191
	Third Party Capital Charge		7.627
Vaal River Eastern Sub-System Augmentation Project (VRESAP)	Eskom VRESAP -User Tariff		1.861
	Sasol VRESAP User Tariff		3.701
	VRESAP Marginal tariff		5.542
Komati Water Scheme Augmentation Project (KWSAP)	KWSAP User tariff		3.184
	KWSAP Marginal tariff		7.260

Mokolo and Crocodile River (West) Water Augmentation Project Phase-1 (MCWAP-1)	MCWAP-1 User Tariff	4.53
	MCWAP-1 Marginal Tariff	6.95
Mooi-Mgeni Transfer Scheme 2 (MMTS-2)	MMTS-2 Capital Tariff ¹	0.000
	MMTS-2 Incremental Tariff	4.879
uMkhomazi Water Project-Phase 1 (uMWP-1)	uMWP-1 Capital Tariff	2.139

¹ The MMTS-2 Capital tariff is zero-rated and not discontinued.

5. If the above charges remain wholly or partly unpaid after a due date, interest shall be charged in terms of section 59(3)(a) of the National Water Act (Act No.36 of 1998) on the outstanding amount at a rate determined from time to time by the Minister with concurrence of the Minister of Finance by notice in the gazette.
6. Section 59(3)(b) of the National Water Act (Act No.36 of 1998) stipulates that if a water use charge is not paid, the supply of water to the water user from a waterwork or the authorisation to use water may be restricted or suspended until the charges, together with interest, have been paid.
7. The full list of all the approved raw water use charges is uploaded on the Departmental website(<https://www.dws.gov.za/Projects/WARMS/Revenue/charges2024.>)
8. The effective date of this Notice is as outlined on section 1 and 2 above.



MR SENZO MCHUNU, MP
MINISTER OF WATER AND SANITATION

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR**NOTICE 2287 OF 2024**

Notice published by the Essential Services Committee ('the Committee') in terms of section 71, read with section 70(B)(1)(d) of the Labour Relations Act, 1995 (Act No 66 of 1995 as amended)

- A.** Notice is hereby given in terms of section 71, read with section 70(B)(1)(d) of the Labour Relations Act, 1995 (Act No 66 of 1995 as amended), that the Committee is in the process of conducting an investigation as to whether the following services are essential:
1. Services rendered by the State Information Technology Agency (SITA).
 2. Bulk Material services for the generation of power.
- B.** Notice is hereby given in terms of Section 71(9) for an investigation on the possible variation or cancellation of the following designation rendered by the Committee:
1. On 12 September 1997, under GN R1216 GG 18276, the ESC designated the following services provided by the following civilian personnel in the Department of Defence to support the South African Defence Force:
 - a) The Secretariat for Defence;
 - b) the Intelligence Division;
 - c) the Finance Division;
 - d) the parachute seamstresses of the South African Army;
 - e) the parachute packing operators of the South African Army;
 - f) the military intelligence functionaries of the South African Army;
 - g) the storemen in the South African Navy;
 - h) the provisioning officers and clerks in the South African Navy;
 - i) the technical personnel in the South African Navy;
 - j) the tugboat personnel in the South African Navy;
 - k) the surveyors in the South African Navy;
 - l) the South African Medical Service;
 - m) those serving in military posts in the South African National Defence Force;
 - n) the cryptographers in the South African National Defence Force; and
 - o) the maintenance services in the South African National Defence Force.

The variation is occasioned by the provisions of the Defence Act 42 of 2002 on strike.

- C.** Notice is hereby given that the Committee will hear oral representations as follows:

- (i) Date: 20 February 2024
Venue: CCMA Offices, 28 Harrison Street, 10th floor, **Johannesburg**
Sector: Services rendered by SITA @ 10:00
Services provided by the civilian personnel in the Department of Defence @ 11:00
Bulk Material services @ 12:00
- (ii) Date: 21 February 2024
Venue: CCMA Offices, CCMA Offices, 97 Govan Mbeki Avenue **Port Elizabeth**
Sector: Services rendered by SITA @ 10:00
Services provided by the civilian personnel in the Department of Defence @ 11:00
Bulk Material services @ 12:00
- (iii) Date: 05 March 2024
Venue: CCMA Offices, 78 Darling Street **Cape Town**
Sector: Services rendered by SITA @ 10:00
Services provided by the civilian personnel in the Department of Defence @ 11:00
Bulk Material services @ 12:00

- (iv) Date: 06 March 2024
Venue: CCMA Offices, 275 Anton Lembede Street, Embassy House **Durban**
Sector: Services rendered by SITA @ 10:00
Services provided by the civilian personnel in the Department of Defence @ 11:00
Bulk Material services @ 12:00

D. The hearings will be conducted physically at the above offices, and virtually for any interested party to access the hearings and participate from anywhere. Any interested party requiring an opportunity to participate in the hearings must submit written representations and indicate if it requires an opportunity to make oral representations on or before the 16 of February 2024. In the written submissions, the parties must:

1. Submit the above to either SibusisoL@CCMA.org.za or to fax: 086 660 6132);
2. Comply with ESC Regulation 2, i.e. state the nature of the interest in the investigation in their written representations; state whether it relies or intends to rely on any expert evidence, and if so, provide a brief summary of that expert evidence; etc and
3. Specify its address, telephone and telefax numbers and e-mail contact address.
4. In line with ESC Regulation 3(2) the ESC hereby (in this notice) also confirms the place and time for the different hearings to be held in this investigation.

NB: Kindly note that the ESC will convene an information sharing session regarding the above investigations on the 14th of February 2024 @ 10:00 at the CCMA National Office 28 Harrison Street and virtually. Kindly confirm your attendance to the briefing session no later than the 12th of February 2024 to SibusisoL@ccma.org.za.

For all Inquiries, please contact Sibusiso Lukhele on SibusisoL@CCMA.org.za



DEPARTMENT OF HEALTH**NOTICE 2288 OF 2024****MEDICAL SCHEMES ACT, 1998 (ACT NO 131 OF 1998)****ADJUSTMENT TO FEES PAYABLE TO BROKERS**

The Minister of Health has, in terms of section 65 of the Medical Schemes Act, 1998 (Act No. 131 of 1998) ("the Act"), read with Regulation 28(2)(a) of the Regulations in terms of the Medical Schemes Act, as amended, determined R116.74 plus Value Added Tax (VAT) as an amount that is payable by medical schemes to brokers with effect from 1 January 2024.



DR MJ PHAAHLA, MP
MINISTER OF HEALTH

DATE: 11/12/2023

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION**NOTICE 2289 OF 2024****COMPETITION TRIBUNAL
NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rules 34(b)(ii) and 35(5)(b)(ii) of the "Rules for the conduct of proceedings in the Competition Tribunal" as published in Government Gazette No. 22025 of 01 February 2001 that it approved the following mergers:

Case No.	Acquiring Firm	Target Firm	Date of Order	Decision
LM115Oct23	The Compensation Fund	Rand Mutual Holdings	20/12/2023	Approved
LM106Oct23	Totalenergies Marketing South Africa (Pty) Ltd	Totalgaz Southern Africa (Pty) Ltd	21/12/2023	Approved
LM113Oct23	Hatfield Holdings (Pty) Ltd and Hatfield Property Holdings (Pty) Ltd	Hatfield Haval Dealership and The Property on which The Dealership Operates	21/12/2023	Approved
LM114Oct23	Ideas Infrastructure II GP (Pty) Ltd	Aurora Rietvlei Solar Power	21/12/2023	Approved
LM124Nov23	K2023647843 (South Africa) (Pty) Ltd	Mayfair Gearbox Holding Company (Pty) Ltd	21/12/2023	Approved
LM126Nov23	FPG Holdings (Pty) Ltd	Pick N Pay Retailers (Pty) Ltd	21/12/2023	Approved

The Chairperson Competition Tribunal

DEPARTMENT OF TRANSPORT**NOTICE 2290 OF 2024****AIR TRAFFIC AND NAVIGATION SERVICES COMPANY SOC LIMITED****AIR TRAFFIC AND NAVIGATION SERVICES COMPANY ACT, 1993 (ACT No. 45 OF 1993)
PUBLICATION OF AIR TRAFFIC SERVICE CHARGES**

In terms of section 5(2)(f) of the Air Traffic and Navigation Services Company Act, 1993 (Act No. 45 of 1993), it is hereby published for general notice that as from **1 May 2024** the Air Traffic and Navigation Services Company SOC Limited, registration number 1993/004150/06, will levy the air traffic service charges according to the rules set out in the Schedule.

Z MAJAVU

Chairman: Board of Directors

January 2024

SCHEDULE

AIR TRAFFIC SERVICE CHARGES

1. Interpretation

For the purposes of these Rules, unless the context indicates otherwise –

- (a) “ACSA” means Airports Company South Africa SOC Limited;
- (b) “ACSA airport” means a company airport as defined in section 1 of the Airports Company Act;
- (c) “ACSA TMA airspace” means TMA airspace associated with an ACSA airport, but in which may also be non-ACSA airports;
- (d) “AIC” means an Aeronautical Information Circular;
- (e) “AIP” means an Aeronautical Information Publication;
- (f) “aircraft” means any machine that can derive support in the atmosphere from the reactions of the air other than the reactions of the air against the surface of the earth, and includes any non-type certificated aircraft;
- (g) “airport” means an aerodrome as defined in section 1 of the Civil Aviation Act, 2009 (Act No. 13 of 2009), and includes an ACSA airport;
- (h) “Airports Company Act” means the Airports Company Act, 1993 (Act No. 44 of 1993), as amended;
- (i) “air traffic control unit” means an aerodrome control tower, an approach control office or an area control centre or a combination thereof;
- (j) “Air Traffic Management (ATM) services” includes without limitation –
 - (i) airspace organization and management services;
 - (ii) information management services;
 - (iii) alerting services;

- (iv) advisory services;
 - (v) conflict management services;
 - (vi) traffic synchronization services;
 - (vii) flight information services; and
 - (viii) demand and capacity balancing services;
- (k) “air traffic service charge” means an amount levied by the Company on the operator of an aircraft in connection with the provision of air traffic services to that operator;
- (l) “air traffic service reporting office” means an air traffic service unit established for the purpose of receiving reports concerning air traffic services and flight plans submitted before the departure of an aircraft from an aerodrome;
- (m) “air traffic service unit” means an air traffic control unit, flight information centre or air traffic service reporting office;
- (n) “alerting service” means a service provided to notify the appropriate organizations regarding aircraft in need of search and rescue aid and to assist such organizations as appropriate;
- (o) “area (*en route*) airspace” means airspace that excludes –
- (i) aerodrome airspace;
 - (ii) TMA airspace; and
 - (iii) FIS-only airspace, when the Company has determined its dimensions;
- (p) “ATM” means Air Traffic Management;
- (q) “BSC” means business sustaining cost;
- (r) “Civil Aviation Regulations” means the Civil Aviation Regulations, 2011, as amended;
- (s) “Company” means Air Traffic and Navigation Services Company SOC Limited;
- (t) “Company representative” means a person designated by the Company for the purposes of these Rules;

- (u) “d” means flight distance;
- (v) “FAOR” means OR Tambo International Airport;
- (w) “FAKN” means Kruger Mpumalanga International Airport;
- (x) “FARB” means Richards Bay Airport;
- (y) “FC” means fixed cost;
- (z) “FIS-only airspace” means airspace in which flight information services are provided exclusively;
- (aa) “flight” means from the moment an aircraft commences its take-off until the moment it completes its next landing;
- (bb) “flight information centre” means an air traffic service unit established to provide flight information services and alerting services;
- (cc) “flight information service” means a service provided for the purpose of giving advice and information useful for the safe and efficient conduct of flights;
- (dd) “flight plan” means specified information provided to air traffic service units relative to an intended movement of an aircraft;
- (ee) “gateway” means the point of entry into or exit from the South African flight information region;
- (ff) “Maximum Certificated Mass” means the maximum permissible mass shown in the aircraft flight manual or other document associated with the certificate of airworthiness at which an aircraft may commence its take-off under standard atmospheric conditions at sea level;
- (gg) “MCM” means Maximum Certificated Mass;
- (hh) “movement” means a flight, or a portion of a flight, through any aerodrome airspace, TMA airspace or area (*en route*) airspace;

- (ii) “non-type certificated aircraft” means any aircraft that does not qualify for the issue of a certificate of airworthiness in terms of Part 21 of the Civil Aviation Regulations and includes any type certificated aircraft that has been scrapped, of which the original identification plate has been removed and returned to the applicable aviation authority and is rebuilt as a full-scale replica;
- (jj) “NOTAM” means a Notice to Airmen;
- (kk) “operator” means a person or legal entity, holding a valid licence and operating certificate or equivalent thereof authorising such person or entity to conduct scheduled, non-scheduled or general air services, and includes –
 - (i) a licensee as defined in section 1 of the Air Services Licensing Act, 1990 (Act No. 115 of 1990), as amended, or a licensee as defined in section 1 of the International Air Services Act, 1993 (Act No. 60 of 1993), as amended;
 - (ii) any airline of another State which operates a scheduled international public air transport service in terms of an air transport service agreement as contemplated in section 35(1) of the International Air Services Act, 1993, as amended, or a permit holder as defined in section 1 of the said Act;
 - (iii) the registered owner of such aircraft; and
 - (iv) any person or legal entity who uses an aircraft on behalf of an operator;
- (ll) “registered owner”, in relation to an aircraft, means the person in whose name such aircraft is registered, and includes any person who is or has been acting as agent in South Africa for a foreign owner, or any person by whom the aircraft is hired at the time;
- (mm) “Regulating Committee” means the Regulating Committee established by section 11 of the Airports Company Act;
- (nn) “South African flight information region” means the geographical area consisting of the flight information regions of Johannesburg, Cape Town and Johannesburg Oceanic;
- (oo) “South African Maritime and Aeronautical Search and Rescue Act” means the South African Maritime and Aeronautical Search and Rescue Act, 2002 (Act No. 44 of 2002);
- (pp) “Standard Terms and Conditions” are the terms and conditions of payment set out on the invoice;

- (qq) “state aircraft” means aircraft used in military, customs and police services;
- (rr) “terminal control area” means a control area normally established at the confluence of air traffic service routes in the vicinity of one or more ACSA airports as published in an AIP, AIC or NOTAM and designated as a terminal control area;
- (ss) “TMA” means terminal control area; and
- (tt) “VC” means variable cost.

2. Right to levy air traffic service charges

The Company is entitled to levy the air traffic service charges by virtue of a permission issued by the Regulating Committee on 21 December 2022 for the period from 1 April 2023 to 31 March 2028 in terms of section 11(5) of the Air Traffic and Navigation Services Company Act, 1993.

3. Air traffic service charges

3.1 There are three air traffic service charges:

- (a) An Aerodrome Charge, payable for ATM services, specific to aerodrome airspace and maneuvering area, provided by the Company in respect of a flight that takes off from or lands at an ACSA airport;
- (b) a TMA Access Charge, payable for ATM services, specific to terminal airspace, provided by the Company in respect of a flight that departs from or arrives at ACSA TMA airspace, where the airport of origin or destination is within that ACSA TMA airspace;
- (c) an Area Charge, payable for ATM services specific to area (*en route*) airspace provided by the Company in respect of a flight undertaken within a flight information region established by the Commissioner for Civil Aviation in terms of the Civil Aviation Regulations.

4. Cost components

4.1 Charges consist of the following cost components:

- (a) A variable cost component (VC);
- (b) a business sustaining cost component (BSC); and
- (c) a fixed cost component (FC).

4.2 VCs are treated as follows:

- (a) VCs are charged for each flight undertaken at a standard rate per movement;
- (b) VCs are the same for Aerodrome Charges, TMA Access Charges and Area Charges.

4.3 BSCs are treated as follows:

- (a) BSCs are charged for each movement undertaken in relation to the MCM of an aircraft;
- (b) BSCs are the same for Aerodrome Charges, TMA Access Charges and Area Charges.

4.4 FCs are treated as follows:

- (a) FCs are charged for each movement undertaken in relation to the MCM of an aircraft, and for Area Charges, also in relation to d within Company managed airspace;
- (b) Aerodrome Charges, TMA Access Charges and Area Charges each have a unique FC.

5. Independent variables

For purposes of charging, the independent variables of the tariff formulas set out in the Appendix are the following:

- (a) Published MCM expressed in kilograms;
- (b) “d”, measured on the basis of the great circle distance in nautical miles (rounded to the nearest nautical mile) along that portion of the flight path of an aircraft, which is within the boundaries of the South African flight information region, from the take-off airport or gateway to the landing airport or gateway. It excludes distance flown in the ACSA

TMA airspace above the take-off or landing airport or the TMA airspace above FAKN or FARB, which TMA airspace is for charging purposes a radius of 35 nautical miles around the airport, irrespective of the actual radius.

6. Mass categories

6.1 Subject to the exceptions described in rules 6.2 and 6.3 below, the following aircraft mass categories apply:

(a) Aircraft with a MCM of 15 000 kilograms or less are charged as follows:

- (i) VC per movement;
- (ii) BSC based on MCM; and
- (iii) FC based on MCM, and for Area Charge, also based on d, but no Area Charge is levied if d equals zero;

(b) aircraft with a MCM of more than 15 000 kilograms are charged as follows:

- (i) VC per movement;
- (ii) BSC based on the square root of MCM; and
- (iii) FC based on the square root of MCM, and for Area Charge, also based on d, but no Area Charge is levied if d equals zero.

6.2 Charges for aircraft with a MCM of 5 000 kilograms or less are zero-rated with respect to –

- (a) Area Charges; and
- (b) Aerodrome Charges or TMA Access Charges at ACSA airports or ACSA TMA airspace other than FAOR subject to the operators of such aircraft adhering to operating procedures around non-FAOR airports as the Company may establish from time to time.

6.3 For aircraft with a MCM of 5 000 kilograms or less at FAOR, the FC components that would otherwise have applied, are replaced with –

- (a) a minimum FC in the calculation of the Aerodrome Charge; and
- (b) a minimum FC in the calculation of the TMA Access Charge.

7. Formulas and coefficients

Subject to these Rules, the tariff formulas and tariff coefficients are set out in the Appendix attached.

8. Payment of air traffic service charges and security deposits

8.1 Any document produced by the Company on which it is recorded that an ATM service was provided is deemed to be sufficient evidence that the ATM service was indeed provided.

8.2 The operator of an aircraft which is engaged in a flight in respect of which the operator is liable to pay an air traffic service charge in terms of these Rules and in the case where the flight –

- (a) terminates at an ACSA airport, must pay the air traffic service charge to the Company representative at that ACSA airport before that aircraft is to take off from that ACSA airport;
- (b) commences at an ACSA airport and terminates at an airport other than an ACSA airport, must pay the air traffic service charge to the Company representative at that ACSA airport before that aircraft is to take off from that ACSA airport;
- (c) commences and terminates at airports other than ACSA airports, must pay the air traffic service charge to the Company within **15 days** of receipt of an invoice from the Company in respect of the air traffic service charge,

unless the operator has previously entered into an agreement with the Company for payment.

8.3 The operator of an aircraft shall –

- (a) deposit with the Company an amount, or
- (b) provide the Company with a letter of guarantee by a financial institution in a format acceptable to the Company that an amount has been set aside,

as security against the risk of default on payment.

- 8.4 The Company shall determine the amount referred to in section 8.3 with reference to the actual or expected invoices of an operator, which amount shall be limited to the maximum amount of two months' invoicing.
- 8.5 The Company may annually revise, and an operator may annually apply for a revision of the amount in section 8.3, with reference to actual or expected invoicing.
- 8.6 No interest is payable by the Company on any deposit or letter of guarantee held by it in terms of these Rules.
- 8.7 The Company may charge interest on an outstanding invoice as provided for in the Standard Terms and Conditions.
- 8.8 The Company is not obliged to withdraw, modify or reissue an invoice after six months from the date of the invoice.

9. General rules, exemptions and exceptions

- 9.1 The tariffs set out in these Rules, including the Appendix, are exclusive of Value-Added Tax and are therefore subject to the appropriate rate applicable to any specific tariff.
- 9.2 Air traffic service charges are payable by the operator of an aircraft to the Company.
- 9.3 Air traffic service charges are payable in respect of South African and foreign state aircraft, unless other provision has been made by means of an agreement with the Company.
- 9.4 Air traffic service charges are payable in respect of helicopters, except at FAOR where no TMA Access Charge is levied.
- 9.5 No air traffic service charge is payable in respect of an aircraft engaged in any flight for the calibration of any air navigation infrastructure.
- 9.6 Air traffic service charges are payable in respect of an aircraft engaged in emergency medical service operations, unless exempted on a case-by-case basis by means of an agreement with the Company.

- 9.7 Subject to rule 9.9 below, no air traffic service charge is payable in respect of an aircraft requisitioned for and engaged in search and rescue operations in terms of the South African Maritime and Aeronautical Search and Rescue Act.
- 9.8 Air traffic service charges are payable in respect of an aircraft engaged in search and rescue operations, which aircraft has not been requisitioned in terms of the South African Maritime and Aeronautical Search and Rescue Act, unless exempted on a case-by-case basis by means of an agreement with the Company.
- 9.9 Search mission co-ordination services are payable by the relevant authority or any operator at a rate of **R1,823.24** per hour or part thereof, where these services fall outside of the normal scope of alerting services and assistance to agencies involved in search and rescue operations, in particular where services are activated due to negligence in canceling service requests.
- 9.10 (a) Aerodrome Charges and TMA Access Charges are payable in respect of Aerodrome and TMA Access movements solely for the purpose of air crew training at a discount of 70% of the applicable standard Aerodrome Charge or standard TMA Access Charge.
- (b) Training movements attract charges as follows:
- (i) An Aerodrome Charge is levied for each training movement upon take-off and upon landing from or at an ACSA airport, discounted as described in rule 9.10(a) above;
 - (ii) for a training movement that does not exit the aerodrome airspace, one Aerodrome Charge is levied for each circuit flown, discounted as described in rule 9.10(a) above; and
 - (iii) for a training movement that exits the aerodrome airspace into TMA airspace, rule 9.10(b)(i) above applies for each take-off and each landing, and a TMA Access Charge is levied for each circuit flown within the TMA airspace.
- (c) For the purposes of this rule, the words “take-off” and “landing” are construed to include the use of ATM services required for take-off and landing.
- 9.11 For oceanic flights over the Indian Ocean or the Atlantic Ocean within the South African flight information region, including those to and from Antarctica, the FC component of the Area Charge is 50% of the standard Area Charge.

- 9.12 Extended air traffic service charges at a rate of **R3,646.47** per hour or part thereof, are payable by an operator for the extension of existing air traffic services beyond the normal negotiated and planned service amendments as documented in the Integrated Aeronautical Information Package (IAIP).
- 9.13 No Area Charge is payable in respect of any aircraft engaged in a flight that takes off and lands at the same airport.
- 9.14 The Company reserves the right to exempt the operator of an aircraft from payment of, or discount, any of the air traffic service charges if the Company is satisfied that the application of these Rules would amount to an unfair repetition of the same charge.

10. Withholding of services

The Company may withhold services –

- (a) until such time that the operator provides evidence to the Company that the deposit or guarantee referred to in section 8.3 has been provided, or
- (b) if the operator has failed to settle an invoice as per the Standard Terms and Conditions.

APPENDIX

TARIFF FORMULAS AND COEFFICIENTS

1. An air traffic service charge is composed of the sum of VC, BSC and FC for each discrete Aerodrome, TMA Access and Area movement undertaken, according to the following mass categories and locations:

Main Mass Category	Cost Component	Formulas & Coefficients		
		Aerodrome Charge	TMA Access Charge	Area Charge
FAOR ≤ 5 000 kg	VC	R35.96	R35.96	
	BSC	R146.11/10 000.MCM	R146.11/10 000.MCM	
	FC	R77.09	R142.41	
5 000 kg < MCM ≤ 15 000 kg	VC	R35.96	R35.96	R35.96
	BSC	R146.11/10 000.MCM	R146.11/10 000.MCM	R146.11/10 000.MCM
	FC	R154.20/10 000.MCM	R28.49/1 000.MCM	R20.43/100 000.MCM.d
> 15 000 kg	VC	R35.96	R35.96	R35.96
	BSC	R178.91/100. √MCM	R178.91/100. √MCM	R178.91/100. √MCM
	FC	R188.81/100. √MCM	R348.85/100. √MCM	R250.43/10 000. √MCM.d

2. Each Rand-value coefficient in the table above is multiplied by –

- (a) 100% for a domestic flight;
- (b) 100% for a regional flight: and
- (c) 100% for an international flight,

except in the case of FCs for Aerodrome and TMA Access Charges at FAOR for aircraft with $MCM \leq 5\,000\text{ kg}$ where the coefficient as stated in the table applies.

3. As an illustration, assume the following flights:

Example 1

Domestic flight from FAOR to FACT, with aircraft with $MCM = 100\,000\text{ kg}$ and $d = 686\text{ miles}$

$$\begin{aligned}
 \text{Charge} &= [\text{Aerodrome Charge at FAOR} + \text{TMA Access Charge at FAOR} + \text{Area Charge} + \text{TMA} \\
 &\quad \text{Access Charge at FACT} + \text{Aerodrome Charge at FACT}] \times 100\% \\
 &= [[VC_{\text{Aero}} + BSC_{\text{Aero}} + FC_{\text{Aero}}] + [VC_{\text{TMA}} + BSC_{\text{TMA}} + FC_{\text{TMA}}] + [VC_{\text{Area}} + BSC_{\text{Area}} + FC_{\text{Area}}] \\
 &\quad + [VC_{\text{TMA}} + BSC_{\text{TMA}} + FC_{\text{TMA}}] + [VC_{\text{Aero}} + BSC_{\text{Aero}} + FC_{\text{Aero}}]] \times 100\%
 \end{aligned}$$

$$\begin{aligned}
&= [[R35.96 + (R178.91/100 \times \sqrt{100\,000}) + (R188.81/100 \times \sqrt{100\,000})] + [R35.96 + \\
&\quad (R178.91/100 \times \sqrt{100\,000}) + (R348.85/100 \times \sqrt{100\,000})] + [R35.96 + (R178.91/100 \times \\
&\quad \sqrt{100\,000}) + (R250.43/10\,000 \times \sqrt{100\,000} \times (686-35-35))] + [R35.96 + (R178.91/100 \times \\
&\quad \sqrt{100\,000}) + (R348.85/100 \times \sqrt{100\,000})] + [R35.96 + (R178.91/100 \times \sqrt{100\,000}) + \\
&\quad (R188.81/100 \times \sqrt{100\,000})]] \times 100\% \\
&= [(R35.96 \times 5) + (R178.91/100 \times \sqrt{100\,000} \times 5) + (R178.91/100 \times \sqrt{100\,000} \times 2) + \\
&\quad (R348.85/100 \times \sqrt{100\,000} \times 2) + (R250.43/10\,000 \times \sqrt{100\,000} \times 616)] \times 100\% \\
&= R11,287.66
\end{aligned}$$

Example 2

International flight from FAOR to international gateway, with aircraft with MCM = 4 500 kg and d = 211 miles

$$\begin{aligned}
\text{Charge} &= [\text{Aerodrome Charge at FAOR} + \text{TMA Access Charge at FAOR}] \times 100\% \\
&= [[VC_{\text{Aero}} + BSC_{\text{Aero}}] \times 100\% + FC_{\text{Aero}}] + [[VC_{\text{TMA}} + BSC_{\text{TMA}}] \times 100\% + FC_{\text{TMA}}] \\
&= [[R35.96 + (R146.11/10\,000 \times 4\,500)] \times 100\% + R77.09] + [[R35.96 + (R146.11/10\,000 \times \\
&\quad 4\,500)] \times 100\% + R146.11] \\
&= [(R35.96 \times 2) + (R146.11/10\,000 \times 4\,500 \times 2)] \times 100\% + R77.09 + R146.11 \\
&= R422.90
\end{aligned}$$

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BOARD NOTICE 541 OF 2023



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PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

OPROEP OM NOMINASIES VAN LEDE VAN DIE PUBLIEK OM OP DIE RADE VAN DIREKTEURS VAN NASIONALE LEKSIKOGRAFIESE EENHEDE TE DIEN

Die Wet op die Pan Suid-Afrikaanse Taalraad (Wet Nr. 59 van 1995, soos gewysig), in artikel 8(8)(c), laat PanSAT toe om Nasionale Leksikografiese Eenhede (NLE'e) te vestig om 'n samevattende eentalige woordeboek vir elke amptelike taal te ontwikkel. Die NLE'e bevorder taalontwikkeling deur die samestelling van woordeboeke en ander verwante produkte in die amptelike taal waarvoor die NLE verantwoordelik is. NLE'e funksioneer as maatskappye wat beperk is deur waarborg van die Maatskappywet (Nr. 71 van 2008).

Hierdie oproep om nominasies het ten doel om lede van die publiek en lede van akademiese-, kulturele, en tradisionele organisasies of instellings te nooi om individue te nomineer om op die onderskeie NLE'e (Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, Engels, isiNdebele, isiXhosa en isiZulu) se Rade van Direkteurs te dien. Elke Nasionale Leksikografiese Eenheid se Raad van Direkteure sal dit aanvoer in die produsering van sy samevattende eentalige woordeboek en enige ander leksikografiese produkte wat daarop gemik is om die ontwikkeling en gebruik van die taal deur eerstetaalsprekers in die onderwys, en in ander professionele registers te bevorder. Die verantwoordelikhede van Nasionale Leksikografiese Eenhede se Rade van Direkteure sluit onder andere in die handhawing van oorsig oor die finansiële-, menslike- en ander hulpbronne beskikbaar gestel vir die leksikale ontwikkeling van die betrokke taal. Die Nasionale Leksikografiese Eenhede se Rade van Direkteure sal ook verantwoordelik wees om beleid en planne daar te stel wat gevolg moet word om die oogmerke verwant aan die publisering, druk, en bemarking van woordeboeke en ander leksikografiese produkte te behaal.

VEREISTES/BEVOEGDHEDE

Die benoemde moet belangstelling toon in taalontwikkelingsaangeleenthede. Daarbenewens moet sy/hy ten minste oor een van die volgende bevoegdhede beskik:

1. Kennis in die area van leksikografie (samestelling van woordeboeke)- word hoogs aanbeveel.
2. Bestuurs- en leierskapvaardighede,
3. Finansiële bestuursvaardighede,
4. Kennis in regsake, of
5. Bemarkingsvaardighede,
6. Kennis van Inligtingstechnologiese Stelsels
7. Menslike Taaltegnologie

Moet 'n eerstetaalspreker van die betrokke taal wees waarvoor sy/hy benoem word.

Benoemings moet skriftelik ingehandig word en moet die volgende inligting bevat:

- Die titel, volle name, adresse (fisiese- en posadres), kontakbesonderhede (e-posadres en selfoonnommers), en 'n curriculum vitae (CV) (twee bladsye lank) van die benoemde. Die CV moet die benoemde se volle name, ID nommer, geslag, kontakbesonderhede (e-posadres en telefoonnommers), adresse (fisiese- en posadres), naam van die provinsie waarin sy/hy woonagtig is, lidmaatskap van ander professionele liggame, en kort beskrywings van haar/sy ondervinding, kennis, en vaardighede in die relevante taal en/of kultuur bevat.
- Gesertifiseerde kopie van die benoemde se identiteitsdokument en akademiese en professionele kwalifikasies.
- Enige ander ondersteunende inligting, insluitend name en kontakbesonderhede van minstens twee (2) referente. Een van die referente moet 'n taal-, kulturele-, tradisionele-, of gemeenskapsgebaseerde organisasie wees.
- 'n Ondertekende motiveringsbrief (een bladsy lank) vanaf die benoemer wat aandui waarom die benoemde kwalifiseer om 'n bydrae te maak tot die ontwikkeling en gebruik van die betrokke taal.
- 'n Behoorlik voltooide aansoekvorm wat deur die benoemer, sekondant, en die benoemde onderteken is.

Benoemings wat nie al bogenoemde inligting bevat nie sal nie sal oorweeg word nie.

Vir verdere inligting oor die prosedure en vereistes, besoek die PanSAT webtuiste by www.pansalb.org of kontak:

Me. Nonkululeko Mkhize Tel: (012) 341 9638 Faks: (012) 341 5938 Epos: nonkululeko@pansalb.org
Benoemings moet gestuur word aan: Die Hoof-uitvoerende Beampte **Aandag:** Taal Afdeling Pan Suid-Afrikaanse Taalraad
Per epos: nominations-nlu@pansalb.org **Per pos aan:** Privaatsak X08, Arcadia, 0007
Handafliewering: 5de Vloer, Proviusus Gebou, 523 Stanza Bopape Straat, Arcadia, 0083

Sluitingsdatum: 23 Februarie 2024

Neem asseblief kennis dat benoemings wat by wyse van faks ingedien word, nie aanvaar sal word nie.

Een nasie, baie tale

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PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

CALL FOR NOMINATIONS MEMBERS OF THE PUBLIC TO SERVE ON BOARDS OF DIRECTORS FOR NATIONAL LEXICOGRAPHY UNITS

The Pan South African Language Board Act (No. 59 of 1995, as amended), in section 8(8)(c), allows PanSALB to establish National Lexicography Units (NLUs) to develop a comprehensive monolingual dictionary for each official language. The NLUs promote language development by means of compiling dictionaries and other related products in their designated official South African language. They are to operate as companies limited by guarantee of the Companies Act (No. 71 of 2008).

This serves as a call for members of the public and of academic, cultural, and traditional organisations or institutions to nominate individuals to serve on the various NLUs' Boards of Directors (Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, and isiZulu). Each NLU's Board of Directors shall steer its respective NLU in producing its comprehensive monolingual dictionary and any other lexicographical products that aim at promoting the development and use of the language by its native speakers, in education, and in other professional registers. Among other responsibilities, the Boards of Directors shall oversee the financial, human, and other forms of resources made available for the lexical development of the language concerned, and formulating and rectifying the policy and plans to be followed in order to achieve the objectives related to the publishing, printing, and marketing of dictionaries and other lexicographical products.

REQUIREMENTS/COMPETENCES

The nominee must be interested in language development issues. In addition s/he must have at least one of the following competences:

1. Knowledge in the field of lexicography (compiling dictionaries), which is highly recommended,
2. Management and leadership skills,
3. Financial management skills,
4. Knowledge of legal matters, or
5. Marketing skills,
6. Knowledge of Information Technology Systems
7. Human Language Technology.

And must be a first-language speaker of the language they are being nominated for.

Nominations should be submitted in writing and must include the following details:

- The title, full name, addresses (physical and postal), and contact details (email and phone numbers) of the nominee, and a two-page curriculum vitae (CV) of the nominee. The CV must include the nominee's full names, ID number, gender, contact details (email address and phone numbers), addresses (physical and postal), name of the province they reside in, membership of other professional bodies, and brief descriptions of their experience, knowledge, and skills in the relevant language and/or culture.
- Certified copies of the nominee's ID and academic and professional qualifications.
- Any other supporting information, including names and contact details of at least two (2) referees. One of the referees must be from a language, cultural, traditional, or community-based organisation or institution.
- A duly signed one-page letter of motivation from the nominator indicating why the nominee is qualified to contribute to the development and use of the language concerned.
- A duly completed application form that must be signed by the nominator, a seconder, and the nominee.

No nomination will be considered unless all of the above is included.

For more information on the process and requirements, please visit the PanSALB website at www.pansalb.org or alternatively contact:

Ms Nonkululeko Mkhize Tel: (012) 341 9638 Email: nonkululeko@pansalb.org

Nominations should be forwarded to: The Chief Executive Officer, Attention: Language Development and Use, Pan South African Language Board **By email:** nominations-nlu@pansalb.org **By mail to:** Private Bag X08, Arcadia, 0007

Hand delivery to: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Closing date: 23 February 2024

Please note that faxed nominations will not be accepted.

One nation, many language

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PanSALB
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KWALAKWATŠO YA GO HLAOLWA GA MALOKO AO A KA ŠOMELAGO BOTO YA BALAOADI BA YUNITI YA TLHAMOPUKUNTŠU YA BOSETŠHABA

Molao wa (Nr. 59 wa 1995, bjalo ka ge o fetošitšwe) wa Pan South African Language Board, ka Kalorong ya 8(8)(c), o dumelela PanSALB go ka hloma Yuniti ya Tlhamopukuntšu ya Bosetšhaba (NLU), go hlama pukuntšu ye e feletšego ya polelo ye tee bakeng sa polelo ye nngwe le ye nngwe ya semmušo. DiNLU di tšwetša pele tlhabollo ya polelo ka go kgoboketša dipukuntšu le ditšweletšwa tše dingwe tšeo di amanago le tšona ka polelo ya semmušo ya Afrika Borwa yeo e kgethilwego. Ba swanetše go šoma bjalo ka dikhamphani tšeo di lekanyeditšwego ka tlišetšo ya Molao wa Dikhamphani (Nr. 71 wa 2008).

Se se šoma bjalo ka kwalakwatšo ya gore maloko a setšhaba le a mekgatlo ya thuto, setšo, goba dihlolongwa go hlaola batho bao ba ka šomago go diNLU tše di papafapanego bjalo ka Diboto tša Balaodi (Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, and isiZulu). Boto ya Balaodi ya NLU ye nngwe le ye nngwe e tla laola NLU ya yona go elana le tšeo diikemišeditšego go hlaloša tšwetšopele le tšhomišo ya polelo ka baboledi ba yona ba setlogo, dithutong, le diretšisetara tše dingwe tša phorofešenale. Gare ga maikarabelo a mangwe, Diboto tša Balaodi di tla hlokomela diboego tša ditšhelete, tša batho, le tše dingwe tša methopo yeo e dirilwego gore e hwetšagale bakeng sa tlhabollo ya mantšu a polelo yeo e amegago le go hlama le go lokiša pholisi le maano ao a swanetšego go latelwa e le gore go fihlelwe maikemišetšo ao a amanago le go phatlalatša, go gatiša, le go bapatša dipukuntšu le ditšweletšwa tše dingwe tša tlhamopukuntšu.

DINYAKWA/BOKGONI

Mohlaolwa o swanetše go ba le kgahlego mererong ya tšwetšopele ya polelo. Go tlaletša o swanetše go ba le bonnyane bjo tee bja mabokgoni a latelago:

1. Tsebo lefapheng la tlhamopukuntšu (go kgoboketša dipukuntšu), yeo e eletšwago kudu,
2. Mabokgoni a taolo le boetapele,
3. Mabokgoni a taolo ya ditšhelete,
4. Tsebo ya merero ya molao, goba
5. Mabokgoni a tša papatšo
6. Mabokgoni a Mokgwatshepetšo wa Tshedimošo ya Thekenolotši
7. Thekenolotši ya Polelo ya Batho

Gape e swanetše go ba mmoledi wa polelo ya letswale go polelo yeo a hlaoletšwego yona .

Diithaolo di swanetše go romelwa ka go ngwala gomme di swanetše go akaretša dintlha tše di latelago:

- Thaelele, maina ka bottlalo, diaterese (tša bodulo le tša poso), le dintlha tša kgokagano (dinomoro tša imeile le tša mogala) tša mohlaolwa, le matlakala a mabedi a boitsebišophelo (CV) bja mohlaolwa. Boitsebišophelo bo swanetše go akaretša maina a mohlaolwa ka bottlalo, nomoro ya boitsibešo, bong, dintlha tša kgokagano (aterese ya imeile le dinomoro tša mogala), diaterese (tša bodulo le tša poso), leina la phorofentshe yeo ba dulago go yona, le ditlhalošo tše kopana tša maitemogelo, tsebo, le bokgoni bja gagwe ka polelo le/goba setšo sa gona.
- Dikhophi tše di kgonthišetšwego tša boitsibišo bja mohlaolwa le mangwalo a thuto le a phorofešenale.
- Tshedimošo efe goba efe ya thekgo, go akaretšwa maina le dintlha tša kgokagano tša bonyane bja dihlatshe tše pedi (2). Yo mongwe wa dihlatshe o swanetše go ba ka lefapheng la ka polelong, setšong, goba sehlongweng sa setšhaba
- Lengwalo la tlhohleletšo la letlakala le tee leo le saennwego ka tshwanelo go tšwa go mohlaolwa leo le laetšago gore ke ka lebaka la eng mohlaolwa a na le maswanedi a go ba le seabe tšwetšopeleng le tšhomišong ya polelo ye e amegago.
- Fomo ya kgopelo yeo e tladišwego ka tshwanelo yeo e swanetšego go saenwa ke molaodi, mothekegi le mohlaolwa.

Ga go na tlhaolo yeo e tlogo šetšwa kantie le ge tše ka moka tše di lego ka mo godimo di akareditšwe.

Bakeng sa tshedimošo ye ntši ka ga tshepedišo le dinyakwa, hle etela weposaele ya PanSALB go www.pansalb.org goba ikgokaganye le:

Ms Nonkululeko Mkhize Mogala: (012) 341 9638 **Imeile:** nonkululeko@pansalb.org

Diithaolo di swanetše go fetišetšwa go: Mohlankedimogolophethiši **Šedi:** Tlhabollo le Tšhomišo ya Polelo, Pan South African Language Board/Language Board **Ka imeile:** nominations-nlu@pansalb.org **Ka poso go:** Private Bag X08, Arcadia, 0007

Thomelo ya seatla go: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Letšatšikgwedi la go tswalela: 23 Dibokwane 2024

Hle ela tlhoko gore diithaolo tšeo di rometšwego ka fekese di ka se amogelwe.

Setšhaba se tee sa dipolelo tše dintši

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BOIKUELO JWA GO TLHOPHA BAAGI GO NNA DITOKOLOLO TSA DIBOTO TSA BAKAEDI TSA DIYUNITI TSA BOSETSHABA TSA DITHANODI

Molaophethi wa Boto ya Dipuotsotlhe ya Aforikaborwa (Molao 59 wa 1995, jaaka o tlhabolotswe) mo karolong ya 8(8)(c) o kgontsha PanSALB go nna le di Diyuniti tsa Bosetšhaba tsa Dithanodi (NLU) go ka tlhagisa thanodi ya temenngwe ya puo nngwe le nngwe ya semmuso. NLU e tlatlosa kgodiso ya puo ka go tlhagisa dithanodi le ditlhagiswa tse di maleba ka dipuo tsa semmuso tsa Aforikaborwa. Di dira jaaka ditheo tse di tsamaisiwang go ya ka Molaophethi wa Ditlamo (Molao 71 wa 2008).

Se ke boikuelo mo baaging ba ba dirang mo ditheong tse di farologaneng tsa dithuto, ditheo tsa setso le segosi kgotsa mekgatlho go tlhophatho go ka nna ditokololo tsa Diboto tsa Bakaedi tse di farologaneng tsa diNLU (Sepedi/Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, and isiZulu). Boto ya Bakaedi ba NLU nngwe le nngwe e tlaa tsamaisa NLU mo tlhagisong ya thanodi ya yona le ditlhagiswa tse di maleba ka maikaelelo a go godisa, go tsewetsa le tiriso ya puo ke babui ba yona mo thutong le mo mefameng ya boitseanape. Gareng ga maikarabelo, Boto ya Bakaedi e tshwanetse go lebelela tiriso ya madi, badiri le didiriswa tse di leng gona tsa go godisa puo e e rileng, go dira le go baakanya melawana le dithulaganyo tse go tshwanetseng go kgontsha Yuniti go fithelela maikaelelo a amanang le tlhagiso, kgatiso le papatso ya dithanodi le ditlhagiswa tse di maleba.

DITLHOKEGO / BOKGONI

Motlhophiwa o tshwanetse gobo a na lekgatlhego mo dintlheng tsa kgodiso ya puo. O tshwanetse go nna le bonnye bokgoni jo bo latelang:

1. Kitso mo mofameng wa bokwalathanodi (go kokoanya mafoko go a tsenya mo dithanodeng) e e leng ya botlhokwa
2. Dikgono tsa botsamaisi le boeteledipele
3. Dikgono tsa botsamaisi jwa matlole
4. Kitso ka merero ya semolao kgotsa
5. Dikgono tsa dithekiso
6. Kitso ya mafaratlhatlha a thekenoloji.
7. Mefuta thekenoloji ya puo

Mme o tshwanetse go nna sebui sa puo ya ntlha e a tlhophiwang mo go yona

- Maina le aterese (bonno le poso) le tshedimosetso ya ikgolaganyo (imeile le dinomoro tsa mogala) tsa motlhophiwa. CV e tshwanetse go nna le maina otlhe a a feletseng a motlhophiwa, dinomoro tsa lokwaloitshupo, bong, tshedimosetso ya ikgolaganyo (imeile le dinomoro tsa mogala), aterese (bonno le poso), leina la porofense e ba nnang kwa go yona, tlhaloso e khutshwane ya maitemogelo, kitso le bokgoni mo puong e e maleba le / kgotsa setso.
- Dikhophi tse di netefaditsweng tsa lokwaloitshupo le dithutego tsa motlhophiwa
- Tshedimosetso nngwe le nngwe e e maleba go akarediwa maina le tshedimosetso ya ikgolaganyo ya batlhomamisi.
- Mongwe wa batlhomamisi o tshwanetse a bo a tswa mo setheong sa loago sa puo, setso kgotsa segosi
- Lekwalo la tlhaloso le le tswang go motlhophi le le supang / neelanang ka mabaka goreng motlhophiwa a na le bokgoni jwa go ka tsaya karolo mo kgodisong le tiriso ya puo
- Foromo a kopo e e tshwanetsweng go saeniwa ke motlhophi, yo o mo emang nokeng le motlhophiwa.

Makwalotlhopho ga a kitla a tswa tsiya fa tse di boletsweng fa godimo di sa akarediwa.

Go bona tshedimosetso go feta fa ka tsela le ditlhokego tse dingwe, ikgolaganye le PanSALB mo www.pansalb.org kgotsa ikgolaganye le:

Moh. Nonkululeko Mkhize Mogala: (012) 341 9638 **Imeile:** nonkululeko@pansalb.org
Mokhuduthamagomolo: Go: Kgodiso le Tiriso ya Puo Boto ya Dipuotsotlhe ya Aforikaborwa
Imeile: nominations-nlu@pansalb.org **Ka Imeile go:** Private Bag X08, Arcadia, 0007
Di ka romelwa kwa: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Letlha la tswalelo: 23 Tlhakole 2024

Itse fa ditlhopho tse di rometsweng ka fekese di se kitla di amogelwa

Setšhaba se le sengwe sa dipuo tse dintsi

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LUBITO LWEKUKHETSA EMALUNGA EMMANGO LATAWUSEBENTA NJENGEHBODI YEBACONDZISI BEMAYUNITHI ETICHAZAMAGAMA VELONKHE

Umtsetfo Webhodi yeTilwimi taseNingizimu Afrika (No. 59 wa-1995, njengobe ubuyeketwe), esigabeni 8(8)(c), uvumela i-PanSALB kutsi icala nome yakhe emayunithi etichazamagama velonkhe (NLU) kute tikhicite tichazamagama letiphelele letilwimilunye kulelo nalelo lwimi lolusemtsetfweni. Ema-NLU akhutsata kutfutukiswa kwelulwimi ngekuhlunganisa tichazamagama naleminye imikhicito lehlobene ngelulwimi lwayo lolusemtsetfweni lwaseNingizimu Afrika Kufanele basebente njengetinkhampani letinemkhawulo ngesicininsekiso semtsetfo wetinkhampani (No. 71 wa-2008).

Lesi satiso lesimema onkhe emalunga emmango kanye netinhlangano noma tikhungo temfundvo, yemasiko, nendzabuko kutsi bakhetse bantfu labatawusebenta njengebacondzisi bemitimba wema-NLU lahlukahlukene. Umitimba webacondzisi besi- (Sepedi/Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, and isiZulu). Umtimba webacondzisi be NLU ngayinye ngekulandzelana kwawo kulindzeleke kutsi acinisekise kutsi i-NLU yayo ikhica sichazamagama sayo lesiphelele selilwimilunye kanye leminy eimikhicito yetichazamagama lethlose kukhutsata, kutfutukiswa nokusetjentiswa kwelulwimi lelukhulunyako, kutemfundvo, nalamanye emarejista abocwepheshe. Lomunye umsebeni walomtimba webacondzisi ngumsebeni wekubukatali kanye naletinye tinhloli letingatfolaka kute kutfutukiswe tichazamagama telulwimi lelutsintsekako baphindze balungise inhubomgomo netinhlelo lekumele tilandzelwe kute kuphumelele tinhloli letiphatselene nekushicilelwa nekutsengiswa kwesichazamagama naleminye mikhichito.

LOKUDZINGEKAKO/ EMAKHONO

Lophakanyisiwe kumele abenenshisekalo etindzabeni tekutfutukiswa kwelulwimi, nome lokungenani abe nelikhono linye kunawa lalandzelako.

1. Lwati emkhakheni we-lexicography (kuhlunganisa sichazamagama), lokubaluleke kakhulu.
2. Likhono lekuphatsa nebuli.
3. Likhono lekuphatsa timali.
4. Lwati lwetindzaba temtsetfo, noma
5. Likhono kutekutsengisa,
6. Lwati lwetinhlelo tebucwepheshe
7. Bucwepheshe belulwimi lwesintfu.

FUTSI kufanele kube ngumuntu lokhuluma lelulwimi lophakanyiselwa lona.

Tiphakamiso kufanele tityelwe ngalokubhaliwe futsi kufanele tivete nome tifake imininingwane lalandzelako:

- Sihloko, emagama laphela, emakheli (endzawo neliposi), kanye nemininingwane yekuchumana (imeyli netinombolo telucingo) taloyo lokhetsiwe kanye ne-curriculum vitae (CV) lenamakhasi lamabili aloyo lophakanyisiwe.
- I-CV kumele ivete emagama laphela aloyo lophakanyisiwe, inombolo yamatishi, bulili, mininingwane yekuchumana (likheli le-meyili netinombolo telucingo), emakheli (endzawo kanye neliposi), ligama lesifundza lahlala kuso, netinchazelo letimfishane tesipiliyoni sakhe, lwati, kanye nemakhono elulwimini lolufanele kanye/noma nemasiko.
- Emakhophi lacinisekisiwe amatishi alopakanyisiwe kanye neticu temfundvo netebucwepheshe.
- Nome ngabe nguluphi lolunye lwati lolusekela ekuhlunganiseni emagama nemininingwane yekuchumana lokungenani bofakazi ababe babli (2). munye wabofakazi kumele aphume enhlanganweni noma esikhungweni selulwimi, emasiko, nemdzabu noma inhlangano yemango/yemphakatsi.
- Incwadzi yelikhasi lelilodvwa lelisayinwe ngalokufanelekile levela kulokuphakamisile lekhombisa kutsi kungani lophakanyisiwe afanelekile kubamba lichaza ekutfutukisweni nasekusetjentisweni kwelulwimi lakhetselwe lona.
- Lifomu lesicelo leligcwaliswe ngalokufanelekile kufanele lisayinwe ngumphakamisi, umsekelo, kanye nelophakanyisiwe.

Kute kuphakanyiswa lokutawucatjangelwa ngaphandle kwekutsi kufakwe konke lokungenhla nome lokudzingekako.

Kutfole lwati lolwengetiwe mayelana nenchubo kanye netidzingo, sicela uvakashele iwebhusayithi ye-PanSALB ku-www.pansalb.org noma ushaye:

Nkst. N Mkhize Lucingo lwasehhovisi: (012) 341 9638 **I-imeyli:** nonkululeko@pansalb.org

Tiphakamiso kufanele tidluliselwe ku: Sikhulu Lesisetulu, Caphela: Sigaba Selulwimi, IBhodi Yetilwimi Tavelonkhe taseNingizimu Afrika

Nge-meyili: nominations-nlu@pansalb.org **Ngeliposi leliya ku:** Private Bag X08, Arcadia, 0007

Kufaka wena matfupha: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Lusuku lwekuvalwa: 23 Indlovana 2024

Sicela wati kutsi tiphakamiso letifakwa ngefeksi ngeke tamukelwe.

Sive sinye, tilwimi letinyenti

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ISAZISO SEEMBAWO ZOKUKHETHA AMALUNGA WOMPHAKATHI AZOKUSEBENZA KUBHODO YABANQOPHISI YEZIKO LEENHLATHULULI-MAGAMA

UmThetho 59 ka-1995 weBhodo yamaLimi wOke weSewula Afrika (njengombana ukhithelwe), esigabeni 8(8)(c), ovumela i-PanSALB bona yakhe amaZiko weenHlathululi-magama (ama-NLU) bona akhe isihlathululi-magama selimi linye elimini ngalinye elisemthethweni. Ama-NLU athuthukisa ilimi ngokwakha iinhlathululi-magama neminye imikhizozo ehlobene nalokho ekulindlekele bona bakwenze ngamalimi weSewula Afrika asemthethweni. Balindeleke bona basebenze njengamakhophani anemikhawulo eqinteliseke ngokomThetho wamaKhamphani (umThetho 71 ka 2008)

Lesi sizaziso esimema amalunga womphakathi neenhlangotho namkha iinkhundo zezefundo, nezamasiko ukukhetha abantu abazokusebenza njengabaNqophisi beBhodo kuma-NLU ahlukahlukene (ye-Sepedi/Sesotho sa Leboa, i-Sesotho, i-Setswana, i-Siswati, i-Tshivenda, i-Xitsonga, i-Afrikaans, i-English, isiNdebele, isiXhosa, ne-siZulu). AbaNqophisi benye ninye iBhodo ye-NLU bazakutjhayela i-NLU yayo bona ikhizozo isihlathululi-magama esipheleleko esilimilinye neminye imikhizozo yeenhlathululi-magama ezihlose ukuthuthukisa nokusetjenziswa kwelimi bakhulami balo ngokwendabuko, kwezefundo, nangokwemisebenzi elawulwa mabhodi. Eminye yemisebenzi yabaNqophisi beBhodo kukongamela zeemali, abantu, nezinye iinsetjenziswa ezikhona ukuthuthukisa ukwakhiwa kwamagama welimi eliqalelelweko, ukwakha nokulungisa umthethomgomo namahlelo ekufanele alandelwe ukufumana imiphumela ehlobene nokukhutjwa, nokugadangiswa nokuthengisa iinhlathululi-magama neminye imikhizozo etjheje ukwakhiwa kwamagama.

OKUFUNEKEKO/AMAKGHONO

Unkethani kufanele abe netjiskakalo yokuthuthukisa ilimi. Kufanele okungenani abenekghono elilodwa kokulandelako:

1. Ilwazi emkhakheni wezenhlathululi-magama (ukwenza iinhlathululi-magama), okusiphakamiso esikhulu,
2. Amakghono wokuphatha nokudosa phambili,
3. Amakghono wokuphatha iimali,
4. Ilwazi ngezemithetho, namkha,
5. Amakghono wezokumaketha/ukuthengisa,
6. Ilwazi lamaHlelo wezobuchephetjhe Bolwazi
7. Human Language Technology.

KUFANELE kube mumuntu okhuluma ilimi lelo akhethelwe lona.

Iimbawo zokukhetha kufanele zifakwe ngokutlolwa phasi begodu kufakwe imininingwana elandelako:

- Ithayitela, amagama apheleleko, isiphande (salapha uhlala khona neseposo), neminingwana yokuthintana (iposomoya neenomboro zomtato) zomuntu okhethiweko, ne-curriculum vitae (i-CV) engaba makhasi amabili yomuntu okhethiweko. I-CV kufanele ibe namagama apheleleko, inomboro kamazisi, ubulili, imininingwana yokuthintana (iposomoya neenomboro zomtato), isiphande (sendawo neseposo), igama lesifunda abahlala kiso, nehlathululo efithjani ngelemuko, ilwazi namakghono abanawo ngelimele namkha ngesiko.
- Amakhophi kamazisi neweziqu zefundo wakankethani.
- Eminye imininingwana yokusekela, kufaka amagama neminingwana yokuthintana yabofakazi ababili (2). Munye wabofakazi kufanele abuye ehlanganweni yelimi, amasiko, namkha ihlangano yomphakathi.
- Incwadi yokusekela engaba likhasi linye etlikitlweko ebuya kumkhethi etjhoko bona kubayini unkethani akulungele ukudlala indima ekuthuthukisweni nekusetjenzisweni kwelimele.
- Iforomo lesibawo esizalisweko ekufanele litlikitlwe ngumkhethi, umsekelo, nonkethani.

Asikho isibawo sokukhetha esizakwamukelwa nange koke lokhu okungaphezulu kungakafakwa.

Nawufuna imininingwana ezeleko yekambiso neemfuneko, sibawa uvakatjhele i-website ye-PanSALB ku www.pansalb.org namkha udosele u:

Ksz. Nonkululeko Mkhize Tel: (012) 341 9638 iposomoya: nonkululeko@pansalb.org

Iimbawo zokukhetha zingadluliselwa ku: The Chief Executive Officer Iya ku: Language Development and Use, Pan South African Language Board Iposomoya: nominations-nlu@pansalb.org Ungathumela ngeposo Ku: Private Bag X08, Arcadia, 0007

Ungayisa mathupha e: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Ilanga lokuvala: 23 KuMhlolanja 2024

Yelela, iimbawo ezithunyelwe ngefeksi ngeze zamukeleka.

Isitjhaba sinye, amalimi amanengi

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ISIHLOKOMISO SOKUTYUMBELA ULUNTU KWIIBHODI ZABALAWULI BAMAZIKO OCHAZOMAGAMA ESIZWE

UMthetho iPan South African Language Board Act (No. 59 wowe1995, njengoko wenziwe izilungiso), kwiCandelo 8(8)(c), uvumela iPanSALB ukuba imisele amaZiko oChazomagama eSizwe (NLU) ukuba aphuhlise izichazimagama ezilwiminye zolwimi ngalunye. IiNLU zikhuthaza ukuphuhlisa kweelwimi ngokwenza izichazimagama nezinye iimveliso ngeelwimi ezimiselwe zona ezisemthethweni eMzantsi Afrika. La maziko asebenza njengeenkampani ngokwemiqathango nezimiso zomthetho iCompanies Act (No. 71 wama2008).

Esi sisihlokomiso sokuba uluntu namaqumrhu okanye amazikomfundo enomsila, awezenkcubeko, nawezemveli atyumbe abantu bokuba babe kwiiBhodi zaBalawuli beeNLU ezahlukileyo (iSipedi/Sesotho sa Leboa, iSisutho, iSitswana, iSiswati, iTshivenda, iXitsonga, isiBhulu, isiNgesi, isiNdebele, isiXhosa, nesiZulu). IBhodi yaBalawuli nganye iza kukhokela iNLU yayo ukuba ivelise isichazimagama esilwiminye, nezinye ke iimveliso zochazomagama ezijolise ekukhuthazeni ukuphuhlisa nokusetyenziswa kolwimi olo ngabanikazi balo kwezemfundo nakwezinye iinkalo zobungcali obufundelwayo. Phakathi kweminye yemisebenzi, iBhodi yaBalawuli ibeka iliso kwezemali, kwezabasebenzi, nakuzo naziphi na ezinye izixhobo zokusebenza ezilungiselelwe iimveliso zochazomagama kulwimi olo, kunye nokwenza nokulungelelanisa imigaqonkqubo nezicwangciso zokusebenza ukuze kufezekiswe umsebenzi wokupapasha, ukushicilelwa, nokuthengiswa kwezichazimagama, nezinye ke iimveliso zochazomagama.

OKUFUNEKAYO OKANYE IZAKHONO EZIYIMFUNO

Umtyunjwa kufuneka abe nomdla kwimicimbi yokuphuhlisa kolwimi. Ngaphezu koko, kufuneka ubuncinane abe nesinye kwezi zakhono zilandelayo:

1. Ulwazi ngezochazomagama (ukwenziwa kwezichazimagama), okusisakhono esingundoqo,
2. Izakhono zokulawula nezokukhokela,
3. Izakhono zolawulomali,
4. Ulwazi lwezomthetho, okanye
5. Izakhono zokwazisa banzi,
6. Ulwazi ngeNkqubo yezobuChwepheshe
7. UbuChwepheshe ngezelwimi

KANANJALO, kufuneka umtyunjwa aluthethe kwinqanaba lolwimi lwebele ulwimi atyunjelwa lona.

Izingeniso ngabatyunjwa mazifakwe ngokubhaliweyo kwaye mazibandakanye ezi nkcukacha zilandelayo:

- Itayitile, amagama, idilesi (eyokuhlala neyeposi), iinkcukacha zonxibelelwano (i-imeyile nenombolo yomnxeba) zalowo utyunjwayo, kwakunye nembali yamava efinyeziweyo (CV) yakhe ebude bungadlulanga kumaphepha amabini. I-CV yomtyunjwa kufuneka ibandakanye amagama, inombolo yesazisi (ID), isini, iinkcukacha zoqhakamshelwano, (i-imeyile nenombolo yomnxeba), idilesi (eyokuhlala neyeposi), igama lephondo ahlala kulo, kwakunye nenkcaza yamava akhe efinyeziweyo, ulwazi, nezakhono ezifanelekileyo kulwimi olo okanye inkcukacha yalo.
- Ikopi yeID neyeziqinisekiso zemfundo ezingqinisiweyo.
- Naziphi na ezinye iinkcukacha ezixhasayo, kubandakanya amagama neenkukacha zonxibelelwano zabantu ababini abanongqina. Omnye kuloo mangqina kufuneka abe ngowolwimi olo, wenkcubeko, wemveli, okanye wombutho woluntu okanye iziko.
- Ileta etyikitye ngumtyumbi ezathuza ngokulungela komtyunjwa ukwenza igalelo kuphuhliso nokusetyenziswa kolwimi olo
- Ifomu yotyumbo egcwalisweyo yatyikitywa ngumtyumbi, umxhasi wakhe, nomtyunjwa lowo.

Utyumbo alusayi kwamkelwa lungenazo ezi nkcukacha zichazwe apha.

Iinkcukacha ezithe vetshe ngenkqubo nangezinto ezifunwayo ziyafumaneka kwiwebhusayithi yePanSALB www.pansalb.org okanye uqhakamshelane nalo ulandelayo:

Nksz Nonkululeko Mkhize Tel: (012) 341 9638 I-imeyile: nonkululeko@pansalb.org
Iziphakamiso ngabatyunjwa mazithunyelwe kulo ulandelayo: IGosa loLawulo eliyiNtloko, Ingqalelo yeCandelo oPhuhliso nokuSetyenziswa kweelwimi IBodi yeelwimi yoMzantsi Afrika **Ngeimeyile:** nominations-nlu@pansalb.org **Ngeposi:** Private Bag X08, Arcadia, 0007
Ngesandla: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Umhla wokuvala: 23 KweyeMdumba 2024

Nceda uqaphele ukuba iziphakamiso ezithunyelwe ngefeksi azizukwamkelwa.

Isiswe esinye, iilwimi ezininzi

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THAMBO YA U NANGA MIRADO YA LUSHAKA INE YA DO SHUMA KHA BODO YA NDAULO DZA KHETHEKANYO DZA LUSHAKA DZA THALUSAMAIPFHI

Tshanduko ya mulayo wa vhu 59 wa riwaha wa 1995 wa Bodonyangaredzi ya Nyambo ya Afrika Tshipembe, tshiteriwa8(8)(c), i tendela Bodonyangaredzi ya Nyambo ya Afrika Tshipembe u thoma Khethekanyo ya Lushaka ya Thalusamaipfhi (NLU) u bveledza thalusamaipfhi ya luambo luwe na luwe lwa tshiofisi. Khethekanyo dza Lushaka dza Thalusamaipfhi (NLU) dza tshuwedza mveledziso ya luambo nga u kuvhanganya na u dzudzanya thalusamaipfhi na zwiwe zwidodombedzwa zwine zwa vha na vhusaka na luambo lwonolwo lwa tshiofisi kha ja Afrika Tshipembe. Khethekanyo dzenedzo dza tea u shuma sa khamphani fhasi ha (Mulayo wa vhu 71 wa riwaha wa 2008) u langaho dzikhamphani.

Izwi zwi swikisa kha thambo ya mirado ya lushaka na Vhoradziphuno, Vhagivhi vha mvelele na madzangano a sialala na zwiimiswa u nanga vhatu vane vha do shuma kha Khoru ya vhalanguli ya NLU ya nyambo dza tevhelaho: Sepedi/Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, na isiZulu. Khoru ya vhalanguli inwe na inwe i do tea u thusa Khethekanyo yayo ya Thalusamaipfhi ya Lushaka u bveledza thalusamaipfhi na zwiwe zwidodombedzwa zwa marwalwa zwo fhimaho u tshuwedza mveledziso na u shumiswa ha luambo nga vane vhalwo kana vane vha amba lwone, ngudo, na zwiwe zwishumiswa zwa ndeme/phurofeshinala. Vhukati ha miwe ya mishumo ya khoru, khoru i do tea u lavhelesa zwa kushumele kwa masheleni, vhatu, na zwiwe zwishumiswa zwine zwa vha hone u bveledzisa zwa thalusu, u sika na u khakhlula mbekanyamaitele na pulane dzine dza tea u tevhedzwa uri hu swikelelwe zwipikwa zwa u riwalwa khandiso, na u kunguwedzwa ha thalusamaipfhi na mveledziso ya marwe marwalwa.

THOGEA/VHUKONI

Vhanangiwa vha tea u vha vhe na dzangalelo la mveledziso ya luambo. Nga ntha ha zwenezwo vha tea u vha na tshithihi tsha zwi tevhelaho:

1. Ngivho ya zwa thalusu ya maipfhi kana marwalwa (Nzudzanyo na Mveledziso ya Thalusamaipfhi) ndi yone thogea khulwane,
2. vhukoni kha zwa ndaulo na vhangaphanda,
3. vhukoni kha zwa ndaulo ya masheleni,
4. ngivho ya zwa mulayo,
5. vhukoni ha zwa mbambadzo

U tea u vha a tshi amba luambo lune a khou nangelwa u shuma ngalwo. Nahone luambo lwonolwo kha lu vhe lwa u thoma khae kana lwa damuni.

Zwa u nangiwa zwi tea u itwa nga u tou riwalwa ho katelwa zwi tevhelaho:

- Vhuimo, madzina nga vhuqalo, giresi (ya vhadzulapo na ya poswo), zwidodombedzwa zwa vhadzidzani (imeili na nomboro ya lufingo) zwa munangiwa, masiatari mavhili a zwidodombedzwa zwa vhuqe (CV) zwa munangiwa. Afho kha zwidodombedzwa zwa vhuqe kana CV hu tea u bviselwa khagala zwi tevhelaho: madzina a munangiwa nga vhuqalo, nomboro ya basa, mbeu, zwidodombedzwa zwa vhadzidzani (imeili na nomboro ya lufingo), giresi (ya vhadzulo na ya poswo), vundu line a bva khalo, thalutshedzo pfufhi ya tshenzhemo, ngivho, na vhukoni siani a luambo kana mvelele.
- Ndalukanyo dza ngudo na khandiso ya basa zwa munangiwa zwo khawhisedzwa kana u givhiwa mapholisani.
- Zwiwe zwidodombedzwa zwi tikedzaho ho katelwa na madzina na zwidodombedzwa zwa vhadzidzani zwa vhatu vhavhili vane vha nga kwamiwa. Muthihi wa vhenevho vhatu u tea u vha a tshi bva kha tshiimiswa kana dzangano ja zwa luambo, mvelele, sialala kana zwa vhadzulapo.
- Linwalo ja siatari lithihi lo sainwaho nga muthu ane a khou nanga, line ja bvisela khagala mbuno dza uri ndi ngani vha tshi vhona uyo we vha mu nanga a tshi swikelela thogea dza mveledziso ya luambo.

U nangiwa hothe hu songo di tikaho nga izwo zwo dodombedzwa afho ntha a hu nga tangedzwi.

U wana vhuqanzi nga vhuqalo nga ha maitele a zwithu na thogea vha nga dalela lubuvhisia lwa Bodonyangaredzi ya nyambo dza Afrika Tshipembe (PanSALB) ya www.pansalb.org kana vha kwama nga lufingo vho:

Vho Nonkululeko Mkhize Kha: (012) 341 9638 Imeili: nonkululeko@pansalb.org

Zwa u dzinginya kana u nanga zwi tea u rumelwa kha: Muofisi Mulangi Muhulwane, **Kha:** Mveledziso na u shumiswa ha Luambo, Bodonyangaredzi ya Nyambo ya Afrika Tshipembe **Nga imeili:** nominations-nlu@pansalb.org

Nga u posa kha giresi: Private Bag X08, Arcadia, 0007

Nga tshanda vha nga isa: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Duvha la u vala: 23 Luhui 2024

A HU NGA DO TANGANEDZWA KHUMBELO DZA U NANGA DZINE DZA DO RUMELWA NGA FEKISI.

Lushaka luthihi, nyambo nanzhi

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PAN SOUTH AFRICAN LANGUAGE BOARD

IKHWELO LOKUPHAKANYISWA KWAMAGAMA AMALUNGU OMPHAKATHI AZONGENA EBHODINI LABAQONDISI LEZIMPIKO ZIKAZWELONKE ZOKUBHALWA KWEZICHAZAMAZWI

UMthetho WeBhodi Lezilimi Zonke LaseNingizimu Afrika (onguNombolo 59 ka-1995), esigabeni 8(8)(c) uvumela iBhodi Lezilimi Zonke LaseNingizimu Afrika (PanSALB) ukuba lisungule Izimpiko Zikazwelonke Zokubhalwa Kwezichazamazwi ezizokwakha izichazamazwi ezilimulunye eziziqondana nolimi olusemthethweni ngalunye. Izimpiko Zikazwelonke Zokubhalwa Kwezichazamazwi zikhuthaza ukuthuthukiswa kolimi ngokuthi zakhe izichazamazwi neminye imibhalo ephathelene nazo ngokuqondene nolimi ngalunye olusemthethweni lwaseNingizimu Afrika. Izimpiko Zikazwelonke Zokubhalwa Kwezichazamazwi zizosebenza njengezinkampani ngaphansi koMthetho Wezinkampani (onguNombolo 71 ka-2008).

Kuhlathiswa ikhweleliqondiswe kumalungu omphakathi kanye nabezikhungo zemfundo ephakeme, abezinhlangano noma izikhungo zamasiko, lokuba baphakamise amagama abantu abazongena emaBhodini Abaqondisi ehlukahlukene eziMpiko Zikazwelonke Zokubhalwa Kwezichazamazwi (isiPedi/isiSuthu saseLebowa, isiSuthu, isiTswana, isiSwati, isiVenda, isiTsonga, isiBhunu, isiNgisi, isiNdebele, isiXhosa, nesiZulu). Ilolo nalelo Bhodi Labaqondisi elibhekene nalolo limi kuzomeleliqinisekise ukuthi uPhiko Lukazwelonke Lokubhalwa Kwezichazamazwi lwakha isichazamazwi esiphelile esilimulunye kanye neminye imibhalozinsiza ehlose ukukhuthaza ukuthuthukiswa nokusetshenziswa kwalolo limi ngabanikazi balo, kwezemfundo nakweminye iminxa yezobungcweti. Phakathi kweminye imisebenzi yala maBhodi Abaqondisi yileyo yokuthi kumele engamele izimali, abasebenzi kanye nezinye izinsizasidingo ezihlinzekwayo ukuthuthukisa amagama alolo limi, abuye futhi akhe futhi alungise inqubomgomo namasu okumele kulandelwe ukuze kufezekiswe izinjongo eziqondene nokushicilelwa, ukugaywa nokumakethwa kwezichazamazwi neminye imibhalo eqondene nokwakhiwa kwezichazamazwi.

OKUDINGEKAYO/AMAKHONO

Lowo igama lakhe eliphakanyisiwe kufanele kube umuntu onentshisekelo ezindabeni zokuthuthukiswa kolimi. Ngaphezu kwalokho kufanele abe okungenani nokukodwa kwalokhu okulandelayo:

1. Ulwazi emkhakheni weleksikhogradi (ukubhalwa kwezichazamazwi), nokuyilona olunconywa kakhulu;
2. Amakhono okuphatha nokuba ngumholi
3. Amakhono okuphatha kwezimali
4. Ulwazi lwezomthetho noma
5. Amakhono ezokumaketha
6. Ulwazi lwe-Information Technology Systems
7. Ubuchwepheshe bolimi lwesintu

FUTHI kufanele lolo limi igama lakhe eliphakanyiselwa lona kube ulimi aluncela ebeleni.

Iziphakamiso zamagama kufanele zibhalwe phansi futhi zifake le mininingwane elandelayo:

- Amagama aphelele, amakheli (elendawo neleposi), iminingwane yokuxhumana (i-imeyli nezinombolo zocingo) zalowo ophakanyiswayo, kanye ne-CV engamakhasi amabili yalowo ophakanyiswayo. I-CV kufanele ibe namagama aphelele, inombolo kamazisi, ubulili, iminingwane yokuxhumana (ikheli le-imeyli nezinombolo zocingo), amakheli (elendawo neleposi), igama lesifundazwe ohlala kuso bese ichaza kafuphi ngesipiliyoni, ulwazi namakhono aqondene nalolo limi kanye/noma nesiko lalo;
- Amakhophi aqinisekisiwe kamazisi walowo muntu ophakanyiswayo kanye naweziqu zemfundo;
- Yinoma yiluphi olunye ulwazi lokwengeza, okubandakanya amagama neminingwane yabantu ababili okungenani abangaba abafakazeli. Omunye wabafakazeli kufanele aqhamuke enhlanganweni yomphakathi noma esikhungweni esisebenza ngolimi noma ngamasiko.
- Ikhasi elilodwa elisayiniwe elibeka izizathu zokuphakanyiswa kwagama yilowo ophakamisayo echaza ukuthi lowo ophakanyiswayo ufaneleke ngani ukuthi angaba negalelo ekuthuthukisweni nasekusetshezenisweni kwalolo limi;
- Ifomu lesicelo eligcwaliswe ngokufanele, okumele lisayinwe umphakamisigama, omesekelayo kanye nalowo ogama lakhe liyaphakanyiswa.

Asikho isiphakamiso segama esizokwamukelwa uma lokhu okungenhla kungafakiwe.

Ukuthola ulwazi oluthe xaxa mayelana nenqubo nokudingakalayo, vakashela iwebhusayithi yakwa-PanSALB ethi: www.pansalb.org noma uxhumane no:-

Nkk Nonkululeko Mkhize Ucingo: (012) 341 9638 **I-imeyli:** nonkululeko@pansalb.org

Iziphakamiso zamagama kufanele zithunyelwe zibhalwe kanje: Isikhulu Esiphethe, Okuqondiswe kuye: UPhiko Lokuthuthukiswa Nokusetshenziswa Kwezilimi, IBhodi Lezilimi Zonke LaseNingizimu Afrika **Nge-imeyli:** nominations-nlu@pansalb.org **Ngeposi kuleli kheli:** Private Bag X08, Arcadia, 0007 **Uma zilethwa mathupha:** 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Usuku lokuvala: 23 kuNhlolanja 2024

Gaphela ukuthi iziphakamiso zamagama ezithunyelwe ngefeksi aziyukwamukelwa.

Isizwe sinye izilimi ziningi

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PITSO YA HO THONYA DITHO TSA BOTO YA BALAOADI YA DIYUNITI TSA LEKSIKHOGRAPHI TSA NAHA

Molao wa Lekgotla la Dipuo Tsohle tsa Afrika Borwa (wa 59 wa 1995, o fetotsweng), karolong ya 8(8)(c), o dumella PanSALB ho theha Diyuniti tsa Naha tsa Leksikhografi ho ngola dikshinare e akaretsang ya puo e le nngwe ya puo ka nngwe ya semmuso. Diyuniti di phahamisa ntshetsopele ya puo ka ho rala dikshinare le disebediswa tse ding tsa dipuo tse amehang tsa semmuso tsa Afrika Borwa. Di sebetisa jwalo ka dikhamphane tse laolang ke Molao wa Dikhamphane (wa 71 wa 2008).

Sena ke pitso ho setjhaba mmoho le mekgatlo le ditheo tsa thuto, botjhaba, setso ho thonya batho ho ba ditho tsa Diboto tsa Balaodi ba Diyuniti tse fapaneng (Sepedi/Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, le isiZulu). Boto ya Balaodi ya Yuniti ka nngwe e tla tataisa Yuniti ya yona e ikgethileng tlhahisong ya dikshinare e akaretsang ya puo e le nngwe le disebediswa tse ding tsa leksikhografi tse ka phahamisang ntshetsopele le tsebediso ya puo ka dibui tsa yona, thutong, le mekgweng e meng ya seprofeshenale. Hara tse ding, boikarabelo ba Diboto tsa Balaodi e tla ba ho laola ditjhelete, basebetsi, le disebediswa tse ding tseo ho tla fanwang ka tsona bakeng sa ntshetsopele ya tlotlontse ya puo e amehang, le ho rala le ho lokisa leano le merero e tla latelwa ho fihlela maikemisetso a ho phatlalatsa, ho hatisa, le ho rekisa didikshinare le disebediswa tse ding tsa leksikhografi.

DIPEHELO/BOKGONI

Mothonngwa o tlameha ho ba le thahasello ditabeng tsa ntshetsopele ya puo. Hodima moo, o tlameha hore bonyane a be le bokgoni ba tse latelang:

1. Tsebo ditabeng tsa leksikhografi (ho rala didikshinare), e leng se kgothalletswang haholo,
2. Bokgoni ba botsamaisi le boetapele,
3. Bokgoni ba tsamaiso ya ditjhelete,
4. Tsebo ya ditaba tsa molao, kapa
5. Bokgoni ba Thekiso,
6. Tsebo ya Tshebetso ya Theknoloji ya Lesedi,
7. Theknoloji ya Dipuo

Mme puo e tshwanetse hore e be ya lapeng ya mothonngwa

Dithonyo di ngolwe fatshe mme di tlameha ho kenyelletsa dintlha tse latelang:

- Sehlooho, mabitso a fellelseng, aterese (ya ntlo le ya poso), le dintlha tsa mothonngwa (imeile le dinomoro tsa mohala), le maqephe a mabedi a boithaloso (CV) ba mothonngwa. CV e tlameha ho kenyelletsa mabitso a fellelseng a mothonngwa, nomoro ya boitsebiso, bong, dintlha tsa ho iteanya le yena (aterese ya imeile le dinomoro tsa mohala), diaterese (ya ntlo le ya poso), lebitso la provense eo a dulang ho yona, le tlhaloso e kgutshwane ya boiphihlelo ba hae, tsebo, le bokgoni ba puo kapa/le botjhaba bo amehang.
- Dikhophi tse nnetefaditsweng tsa bukana ya boitsebiso ya mothonngwa le mangolo a thuto le a mosebetsi a mothonngwa.
- Dintlha tse ding tse ka tshhehetsang, ho kenyelletsa le mabitso le dintlha tsa dipaki tse pedi (2) bonyane. E nngwe ya dipaki e tlameha ho tswa mokgatlong wa setjhaba kapa setheong sa puo, botjhaba kapa setso.
- Lengolo la kgothaleto leqephe le le leng le saennweng ke mothonyi le hlalosing hore hobaneng mothonngwa a tshwanelwa ke ho ba le seabo tlhabollong le tsebedisong ya puo e amehang.
- Foromo ya kopo e tlatsitsweng e tlameha ho saenwa ke mothonyi, le motho e mong ya mo tlatsang, mmoho le mothonngwa.

Ha ho thonyo e tla amohelwa ha feela dintlha tse boletsweng ka hodimo di sa fella:

Bakeng sa lesedi le fellelseng ka tsamaiso le diphelelo, ka kopo etela websaete ya PanSALB ho www.pansalb.org kapa o ikopanye le:

Mofts. Nonkululeko Mkhize Mohala: (012) 341 9638 **Imeile:** nonkululeko@pansalb.org

Dithonyo di fetisetswe ho: Mohlanka ya ka Sehloohong wa Phethahatso, **Ho:** Karolo ya Dipuo, Lekgotla la Dipuo Tsohle tsa Afrika Borwa

Imeile: nominations-nlu@pansalb.org **Ka poso:** Private Bag X08, Arcadia, 0007

Ka letsoho: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Letsatsi la ho kwala: 23 Tlhakola 2024

Ka kopo tseba hore dikopo tse feksitsweng di keke tsa amohelwa.

Setjhaba se le seng sa dipuo tse ngata

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XIRHAMBO XO HLAWULA SWIRHO SWA VAAKI KU TIRHA EKA BODO YA VALAWURI YA TIYUNITI TA RIXAKA TA LEKIZIKHOGIRAFI

Nawu wa Huvo yo Angarhela ya Tindzimi ta Afrika-Dzonga (Nawu 59 wa 1995, lowu pfuxetiweke), eka xiyenge xa 8(8)(c), wu pfumelela HATAD ku simeka Tiyniti ta Rixaka ta Lekizikhogirafi ku tumbuluxa tidikixinari ta ririmi'we ta tindzimi ta ximfumo. Tiyniti ti tlakusa nhluvukiso wa ririmi hi ku tumbuluxa tidikixinari na switsariwa swin'wana swo fambelana eka tindzimi ta Afrika-Dzonga ta Ximfumo. Ti fanele ku tirha tanihi hi tikhampani hi ku landza Nawu wa Tikhampani (Nomboro 71 wa 2008).

Xirhambo lexi xi rhamba swirho swa vaaki na swidyondzeki, vativi va mfuwo, ndhavuko na swisimekiwa swa vaaki, ku hlawula vanhu lava nga ta tirha eka tiyniti to hambanahambana tanihi hi Tibodo ta Valawuri (Xisuthu xa N'walungu, Xisuthu, Xitswana, Xiswazi, Xivhenda, Xitsonga, Xibunu, Xinghezi, Xindevele, Xihoza, na Xizulu). Bodo ya Valawuri ya yuniti yin'wana na yin'wana yi ta pfuneta ku letela yuniti ku humelerisa tidikixinari ta ntikelo ta tindzimin'we na switsariwa swin'wana swa lekizikhogirafi leswi xikongomelo xa kona ku nga ku tlakusa ku hlulukisiwa na ku tirhisiwa ka tindzimi hi vavulavuri va tona, eka dyondzo, na le ka tindhawu tin'wana ta ximfumo. Tanihi yin'wana ya mitirho ya tona, Bodo ya Valawuri yi ta tlhoma mahlo eka timhaka ta swa timali, vatihi na switirhisiwa swin'wana leswi vaka kona ku pfuneta ku hlulukisiwa ta tindzimi hi tlhelo ra marito, ku tumbuluxa na ku lulamisa tipholi na mikunguhato leyi faneleke ku landzeleriwa ku humelerisa swikongomelo leswi fambelanaka na ku humelerisa, kandziyisiwa na ku navetisiwa ka tidikixinari na switsariwa swin'wana swo yelana.

SWILAVEKO/NTOKOTO

Muhlawuriwa u fanele ku va na ntsakelo wa nhluvukiso wa ririmi. Ehenhla ka sweswo, u fanele ku va na ntokoto wun'we eka leswi landzelaka:

1. Vutivi hi tlhelo ra lekizikhogirafi (ku humelerisa tidikixinari), lexi ku nga xilaveko xa le henhla,
2. Vutshila bya mafambiselo na vurhangeri,
3. Vutshila byo fambisa swa timali,
4. Vutivi bya swa nawu, kumbe
5. Vutshila bya vuxavisi.
6. Vutivi bya vuxokoxoko bya tisisitimi ta Thekinoloji.
7. Thekinoloji ya Ririmi ra vanhu.

Xirho xi fambene ku va muvulavurixidzi wa ririmi leri xi hlawuriwaka eka rona.

Ku hlawula ku fanele ku endliwa hi ku tsariwa kunene naswona ku fanele ku katsa vuxokoxoko lebyi landzelaka:

- Xiyimo, mavito hi ku hetiseka, adirese (ya vutshamo na poso), na vuxokoxoko bya vutihlanganisi (imeyili na tinomboro ta ringingho) swa muhlawuriwa, tsalwawutitivi ta matluka mambirhi. Tsalwawutitivi ri fanele ku katsa na mavito mo helela ma muhlawuriwa, nomboro ya pasi, rimbewu, na vuxokoxoko bya vutihlanganisi (imeyili na tinomboro ta ringingho), adirese (ya vutshamo na poso), vito ra xifundzakulu lexi swi tshamaka eka xona, nhlamuselo yo koma ya ntokoto, vutivi na vutshila eka ririmi kumbe mfuwo.
- Tikhopi ta pasi na swa tidyondzo.
- Na vuxokoxoko byin'wana lebyi nga katsaka mavito na vuxokoxoko bya vutihlanganisi bya vanhu vambirhi va nkambelo. Un'we wa vona u fanele ku va a suka eka xiyenge xa swa ririmi, mfuwo, ndhavuko, kumbe xisimekiwa xa vaakatiko.
- Ku laveka na phepha rin'we leri sayiniweke hi muhlawuri ri karhi ri bumabumela leswaku hikwalahokayini a vona loyi a n'wi hlaluleke a ringanerile ku hoxa xandla eka ku hlulukisa na ku tirhisiwa ka ririmi leri a hlawuriwaka eka rona.
- Fomo ya xikombelo yi fanele ku sayiniwa hi ku hetiseka hi muhlawuri, museketeri na muhlawuriwa.

A ku na ku hlawula loku nga ta amukeriwa loko hinkwaswo leswi boxiweke laha henhla swi nga katsiwangi.

Mahungu hi xitalo hi mayelana na maendlelo na swilaveko, u nga ha endzela webusayiti ya HATAD eka www.pansalb.org kumbe u tihlanganisa na:

Ms Nonkululeko Mkhize Rnq: (012) 341 9638 Imeyili: nonkululeko@pansalb.org

Mapapila mo hlawula a ma rhumeriwe eka: The Chief Executive Officer, **Attention:** Language Development and Use, Pan South African Language Board **Hi imeyili:** nominations-nlu@pansalb.org **Hi poso:** Private Bag X08, Arcadia, 0007

Hi voko: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083

Siku ro pfala: 23 Nyenyanyana 2024

Lemuka leswaku swikombelo swo rhumeriwa hi fekisi swi nge amukeriwi.

Rixaka rin'we tindzimi tinyingi

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KWALAKWATŠO YA GO HLAOLA BATHO BAO BA KA ŠOMAGO KA GO LEKGOTLA LA BOSETŠHABA LA DIPOLELO (NLBs)

Pan South African Language Board (PanSALB) e mema maloko a setšhaba, kudu bao ba amanago le tša thuto ya godimo, tša setšo, le mekgatlo goba dihlogwa tša setšhaba bao ba nago le kgahlego go dipolelo, go ka kgetha motho yo a ka akanyetšwego go ka thwalwa bjalo ka leloko la Lekgotla la Bosetšhaba la Dipolelo la PanSALB, go dipolelo tša semmušo (Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, isiZulu le Polelo ya matsogo ya Afrika Borwa) Khoi le dipolelo tša San.

Lekgotla le lengwe le lengwe la NLB le šoma go ya le ka Karolo ya 8(8) (b) ya Molao wa PanSALB (Molao 59 wa 1995), bjalo ka ge o fetošitšwe le ka Ditlwaello le Molao ya PanSALB go di NLB (Tsebišo ya Boto 94 ya 2005 bjalo ka ge e ntshwafaditšwe).

Maloko a tla šoma ka seripa sa nakwana sa mengwaga ye mehlano go tloga ka letšatši la thwalo. **Ga go nale moputso ka ge se se tšewa bjalo ka mošomo wa setšhaba.** PanSALB e lefela ditshenyagalelo tšeo di amanago le maeto le bodulo go maloko ao a thwetšwego go šoma go Lekgotla la Bosetšhaba la Dipolelo tša go ikgetha (DiNLB).

Batho bao ba bego le maloka ba swanetše go kgotsofatša dinyakwa tše di latelago:

- Mmoledi wa polelo ya letswale goba mošomiši wa polelo yeo e amegago.
- A be le lerato le boitlamo, le seabe go tšwetšopele le tšhomišo ya polelo yeo; a polelo, tšwetšopele ya mareo, tlhamopukuntšu, dingwalo le diphatlatšhi, phetolelo le Botoloki, polelo ka thutong le Thekenolotši ya polelo ya batho.

Ditlhaolo di swanetše go romelwa ka go ngwala gomme di swanetše go akaretša dintlha tše di latelago:

- Thaetlele, maina ka botlalo, diaterese (ya bodulo le ya poso) le dintlha tša kgokagano (imeile le nomoro ya mogala) le matlakala a mabedi a boitsebišophelo (CV) bja mohlalwa. Boitsebišophelo bo swanetše go akaretša maina ka botlalo a mohlalwa, nomoro ya boitsebišo, bong, dintlha tša dikgokaganyo (aterese ya imeile le dinomoro tša mogala), diaterese (ya bodulo le ya poso) leina la phorofentshe yeo ba dulago go yona, boingwadišo bja mekgatlo wa bophorofešenale le tlhaloso ka bokopana ya maitemogelo, tsebo le bokgoni bja gagwe ka polelo le/goba setšo sa gona.
- Dikhophi tšeo di kgonthišeditšwego tša boitsebišo bja mohlalwa, mangwalo a thuto a mohlalwa.
- Tshedimošo efe goba efe ya thekgo, go akaretšwa maina le dintlha tša kgokagano tša bonyane bja dihlatse tše pedi (2). Yo mongwe wa dihlatse o swanetše go ba ka lefapheng la ka polelong, setšong, goba sehlengweng sa setšhaba.
- Lengwalo la tlhohleletšo la letlakala le tee leo le saennwego ka tshwanelo go tšwa go mohlalwa leo le laetšago gore ke ka lebaka la eng mohlalwa a na le maswanedi a go ba le seabe tšwetšopeleng le tšhomišong ya polelo ye e amegago.
- Fomo ya kgopelo yeo e tladišwego ka tshwanelo yeo e swanetšego go saenwa ke mohlalodi, mothekgi le mohlalwa.

Ga go na tlhaolo yeo e tlogo šetšwa kantle le ge tše ka moka tše di lego ka mo godimo di akareditšwe.

Bakeng sa tshedimošo ye ntši ka ga tshepedišo le dinyakwa, hle etela weposaele ya PanSALB go www.pansalb.org goba ikgokaganye le:

Mohumagadi Joyce Ngcobo **Mogala:** (012) 341 9638 **Fekese:** (012) 341 5938 **imeile:** ngcobo@pansalb.org

Maina a go hlalwa a swanetše go fetišetšwa go: Mohlankedimogolophethiši **Tlhokomelo:** Lefapha la Polelo
Pan South African Language Board **Ka imeile:** nominations-nlbs@pansalb.org

Ka poso: Private Bag X08

Thomelo ka letsogo go: 5th Floor, Provisus Building, Arcadia, 523 Stanza Bopape Street, 0007, Arcadia, 0083

Letšatšikgwedi la go tswalela: 23 Dibokwane 2024.

Tlhokomela gore ditokomane tša go fekesiwa di ka se amogelwe.

Setšhaba se tee sa dipolelo tše dintši

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PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

CALL FOR NOMINATIONS MEMBERS OF THE PUBLIC TO SERVE ON NATIONAL LANGUAGE BODIES (NLBs)

The Pan South African Language Board (PanSALB) hereby invites members of the public, preferably associated with academic, cultural, traditional, and community-based organisations or institutions, with an interest in languages to nominate individuals to be considered for appointment to PanSALB's National Language Bodies (NLBs) for the official languages (Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, isiZulu, and South African Sign Language) and the Khoe and San languages.

Each NLB operates in terms of Section 8(8)(b) of the Pan South African Language Board Act (Act 59 of 1995), as amended, and PanSALB's Norms and Rules for NLBs (Board Notice 94 of 2005, as revised).

Members will serve on a part-time basis for a period of five years from the date of appointment. There is no remuneration as this is regarded as community work. PanSALB will cover the costs related to travel and accommodation for members appointed to serve on the respective NLBs.

Suitable individuals must satisfy the following requirements:

- Be first language speakers/users of the language concerned;
- Have passion and commitment for, and contribute to, the development and use of the language concerned;
- Have specialist and extensive knowledge of the language concerned as well as expertise in any of these language domains: language standardisation, terminology development, lexicography, literature and media, translation and interpreting, language in education, and human language technology.

Nominations should be submitted in writing and must include the following details:

- The title, full name, addresses (physical and postal), and contact details (email and phone numbers) of the nominee, and a two-page curriculum vitae (CV) of the nominee. The CV must include the nominee's full name, ID number, gender, contact details (email address and phone numbers), addresses (physical and postal), name of the province they reside in, membership of other professional bodies, and brief descriptions of their experience, knowledge, and skills in the relevant language and/or culture.
- Certified copies of the nominee's ID and academic and professional qualifications.
- Any other supporting information, including names and contact details of at least two (2) referees. One of the referees must be from a language, cultural, traditional, or community-based organisation or institution.
- A duly signed one-page letter of motivation from the nominator indicating why the nominee is qualified to contribute to the development and use of the language concerned.
- A duly completed application form that must be signed by the nominator, a seconder, and the nominee.

No nomination will be considered unless all of the above is included.

For more information on the process and requirements, please visit the PanSALB website at www.pansalb.org or alternatively contact:

Ms Joyce Ngcobo Tel: (012) 341 9638

Fax: (012) 341 5938

Email: ngcobo@pansalb.org

Nominations should be forwarded to: The Chief Executive Officer **Attention:** Language Division, Pan South African Language Board

By email: nominations-nlbs@pansalb.org **By mail to:** Private Bag X08, Arcadia, 0007

Hand delivery to: 5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Closing date: 23 February 2024

Please note that faxed nominations will not be accepted.

One nation, many language

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LUBITO LWEKUKHETSA EMALUNGA EMMANGO LATAWUSEBENTA NJENGELIBANDLA/ IBHODI YETILWIMI TAVELONKHE (NLBs)

IBhodi Yetilwimi Tavelonkhe taseNingizimu Afrika (i-PanSALB) imema emalunga emmango, ikakhulukati labo labatibandzakanye kutemfundvo, emasiko, tinhlango temphakatsi, tikhungo tendzabuko, kanye nemmango, lonenshisekalo yelulwimi, kutsi kukhetfwe bantfu labatawucelelwa kutsi bacashwe nome bacokwe yi-PanSALB's. njengemitimba yetilwimi tavelonkhe (NLBs) kuto tonkhe tilwimi letisemtsetfweni (iSipedi/Sotho saseLeboa, isiSuthu, iSitswana, Siswati, Tshivenda, Xitsonga, siBhunu, Singisi, siNdebele, siXhosa, siZulu, neLulwimi Lwetandla lwaseNingizimu Afrika) kanye nelulwimi lwe- Khoe neSan.

I-NLB ngayinye isebenta ngekeSigaba 8(8)(b) neMtsetfo Webhodi Yetilwimi taseNingizimu Afrika (Umtsetfo 59 wa-1995), njengobe ucitijyelwe, kanye Nemtsetfonkhambiso we-PanSALB yema-NLB (Satiso Sebhodi 94 sa-2005, njengobe sibuyeketiwe).Emalunga atawusebenta umsebenzi wesikhatsi lesibekiwe, lesiminyaka lesihlanu kusukela ngelusuku lacashwe ngalo. Loku kutsatfwa njenge msebenzi wekusebentela sive ngakho-ke akunankhokhelo. I-PanSALB itawubukana netindleko letiphatselene nekuhamba kanye netindzawo tekulala temalunga lacashelwe kusebentela i-NLB.

Bantfu labalungele lomsebenzi kufanele babe naloku lokulandzelako:

- Bantfu labakhuluma/basebentisi belulwimi lolutsintsekako;
- Umuntfu lonenshisekalo nekutinikela, futsi abe nendzima layibambako ekutfutukiseni nasekusetjentisweni kwelulwimi lolutsintsekako;
- Abe nelwati lolukhetsekile nalolubanti ngelulwimi lolutsintsekako kanye nelukhono kunobe ngukuphi kwaloku lokulandzelako lokutsintsa lulwimi;
- Kumiswa kwelulwimi lolwamukelekile, kucanjwa kwamatemu, kutekuhlelwa nekubhalwa kwetichazamagama, temibhalo nemidiya, kuhumusha nekutolika, kusetjentiswa kwelulwimi lwetemfundvo, kanye nebucwepheshe belulwimi lwesintfu.

Tiphakamiso kufanele tiffunyelwe ngalokubhaliwe futsi ticukatse imininingwane lelandzelako:

- Sigaba semuntfu, emagama laphelile, likheli (lasekhanya neleliposi), kanye nemininingwane yekuchumana (i-imeyili netinombolo telucingo) talophakanyisiwe, kanye ne-luhlelotifundvo (CV) lenemakhasi lamabili yalowo lophakanyisiwe. I-CV kumele ibe nemagama laphelile alowo lophakanyisiwe, inombolo yamatisi, bulili bakhe, imininingwane yekuchumana (i-imeyili netinombolo telucingo), likheli (lasekhanya neleliposi), ligama lesifundzave lahlala kuso, nemininingwane lomfishane webugadzebona, lwati, kanye nemakhono ngelulwimi nobe ngemasiko.
- Ikhophi yamatisi newetico temfundvo lacinisekisiwe alowo lophakanyisiwe.
- Nalolunye lwatiso lolungasekela, lokufaka ekhatsi emagama alabo lekungatsatsiselwa kubo babe babili (2). Munye walabo lokungatsatsiselwa kubo kumele abe avela esikhungweni setelulwimi, lemasiko nendzabuko.
- Incwadzi lelikhasi linye lesayiniwe levela kulowo lophakamisa umuntfu leveta kutsi kungani lophakamisiwe afanelwe kutsi abe yincenye yalabo lababukene nekutfutukiswa kanye nekusetjentiswa kwelulwimi.
- Lifomu lesicelo leligcwaliswe ngakufanele lisayinwe ngulowo lomphakamisa umuntfu, umsekelo, kanye nalowo lophakanyiswako.

Asikho siphakamiso lesiyokwamukelwa ngaphandle kwekutsi sibe nako konkhe loku lokubalwe ngenhla

Kute ufole lwati lolwengetiwe mayelana nenchubo kanye netidzingo, sicela uvakashele iwebhusayithi ye-PanSALB ku-www.pansalb.org nobe utsintse:

Nks. Joyce Ngcobo Lucingo: (012) 341 9638 Ifeksi: (012) 341 5938 I-imeyili: ngcoboj@pansalb.org
Tiphakamiso kumele ticondziswe ku: Sikhulu Lesisetulu **Caphela:** Sigaba Selulwimi IBhodi Yetilwimi Tavelonkhe taseNingizimu Afrika **Nge-imeyili:** nominations-nlbs@pansalb.org **Ngemeyili leya ku:** Private Bag X08, Arcadia, 0007
kumikisa matfupha ku: 5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia,

0083 Lusuku lwekuvalwa: 23 Indlovana 2023

Sicela ucaphela kutsi tiphakamiso letitawutfunyelwa ngefeksi ngeke timukelwe

Sive sinye, tilwimi letinyenti

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OPROEP OM NOMINASIES VAN LEDE VAN DIE PUBLIEK OM TE DIEN OP NASIONALE TAALLIGGAME (NTL'e)

Die Pan Suid-Afrikaanse Taalraad (PanSAT) nooi hiermee lede van die publiek, verkieslik geassosieer met akademiese-, kulturele-, tradisionele-, en gemeenskapsgebaseerde organisasies of -instellings, met 'n belang in tale om individue te benoem vir oorweging vir aanstelling in PanSAT se Nasionale Taalliggame (NTL'e) vir die amptelike tale (Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, Engels, isiNdebele, isiXhosa, isiZulu, Suid-Afrikaanse Gebaretaal (SAGT) en die Khoe- and Santale.

Elke NTL funksioneer in terme van Artikel 8(8)(b) van die Pan Suid-Afrikaanse Taalraad Wet (Wet 59 van 1995), soos gewysig, en PanSAT se Normes en Reëls vir NTL'e (Raadskennisgewing 94 van 2005, soos hersien).

Lede sal op 'n deeltydse basis dien vir 'n periode van vyf (5) jaar vanaf datum van aanstelling. Daar word geen vergoeding vir lede van Nasionale Taalliggame aangebied nie aangesien hul deelname as gemeenskapswerk beskou word. PanSAT sal kostes verwant aan reis en verblyf dek vir lede wat aangestel word om in die verskeie NTL'e te dien.

Geskikte individue moet aan die volgende vereistes voldoen:

- Eerstetaalspreker/gebruiker wees van die betrokke taal;
- Passie en toewyding hê vir die betrokke taal, en bydra tot die ontwikkeling en gebruik daarvan;
- Spesialis- en omvattende kennis van die betrokke taal besit sowel as kenner wees in enige van die volgende taalareas: taalstandardisering, terminologie ontwikkeling, leksikografie, literatuur en media, vertaling en tolking, taal in onderwys, en menslike taaltegnologie.

Benoemings moet skriftelik ingehandig word en moet die volgende inligting bevat:

- Die titel, volle name, adresse (fisiese- en posadres), kontakbesonderhede (epos en selfoonnommers), en 'n twee-bladsy lange curriculum vitae (CV) van die benoemde. Die CV moet die benoemde individu se volle name, ID nommer, geslag, kontakbesonderhede (e-posadres en selfoonnommers), adresse (fisiese- en posadres), naam van die provinsie waarin sy/hy woonagtig is, lidmaatskap van ander professionele liggame, en kort beskrywing van haar/sy ondervinding, kennis, en vaardighede in die relevante taal en/of kultuur bevat.
- Gesertifiseerde kopieë van die benoemde se Identiteitsdokument en akademiese en professionele kwalifikasies.
- Enige ander ondersteunende inligting, insluitend name en kontakbesonderhede van ten minste twee (2) referente. Een van die referente moet 'n taal-, kulturele-, tradisionele-, of gemeenskapsgebaseerde organisasie wees.
- 'n Ondertekende motiveringsbrief (een bladsy lank) vanaf die benoemer wat aandui waarom die benoemde kwalifiseer om 'n bydrae te maak tot die ontwikkeling en gebruik van die betrokke taal.
- 'n Behoorlik voltooide aansoekvorm wat deur die benoemer, sekondant, en die benoemde onderteken is.

Benoemings wat nie bogenoemde inligting insluit nie sal nie oorweeg word nie.

Vir verdere inligting oor die proses en vereistes aangaande hierdie oproep om benoemings, besoek asseblief die PanSAT webtuiste by www.pansalb.org of kontak:

Me. Joyce Ngcobo Tel: (012) 341 9638 **Faks:** (012) 341 5938 **Epos:** ngcobojoy@pansalb.org

Benoemings moet gestuur word aan: Die Hoof-uitvoerende Beampte **Aandag:** Taal Afdeling Pan Suid-Afrikaanse Taalraad

Per epos: nominations-nlbs@pansalb.org

Per pos aan: Privaatsak X08, Arcadia, 0007

Handaflewering: 5de Vloer, Provisus Gebou, 523 Stanza Bopape Straat, Arcadia, 0083

Sluitingsdatum: 23 Februarie 2024

Neem asseblief kennis dat benoemings wat by wyse van faks ingedien word, nie aanvaar sal word nie.

Een nasie, baie tale

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PITSO YA HO THONYA DITHO TSA MEIFO YA NAHA YA DIPUO (NLBs)

Lekgotla la Dipuo Tsohle tsa Afrika Borwa (PanSALB) le mema setjhaba, haholoholo batho ba sebedisang ka ditaba tsa thuto, botjhaba, setso, le mekgatlo ya setjhaba kapa ditheo tse nang le kgahleho dipuong ho thonya batho ba ka kgethwa ho ba ditho tsa Meifo ya Naha ya Puo (NLBs) ya PanSALB ya dipuo tsa semmuso (Sepedi/Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, isiZulu, le Puo ya Matsoho ya Afrika Borwa) le dipuo tsa Khoe, Nama le San.

Moifo ka mong o sebetse ho ya ka Karolo 8(8)(b) ya Molao wa Lekgotla la Dipuo Tsohle tsa Afrika Borwa (Molao 59 wa 1995), o fetotsweng, le Dithwaelo le Melawana ya Meifo ya Puo ya Naha (Tsebiso ya Boto ya 94 ya 2005, e lekotsweng botjha).

Ditho di tla sebetse nakwana, dilemo tse hlano ho tloha mohla letsatsi la ho kgethwa. **Ha ho na moputso hoba mosebetsi ona o nkuwa e le mosebetsi wa ho thusa setjhaba.** PanSALB e tla jara ditjeho tsa maeto le maroko a ditho tse tla sebetse Meifong e boletsweng.

Batho ba kgethuweng ba tlameha ho ikamahanya le dipehelo tse latelang:

- Puo e be ya lapeng kapa e sebediswang ke mothongwa;
- Ba be le tjeheseho le boitelo, mme ba be le seabo tlabollong le tshebedisong ya puo eo;
- Ba be le boitsebelo le tsebo e batsi ya puo eo esitana le bokgoni ho tse ding tsa dikarolo tse: tshwano mongolong, ntshetsopele ya mareo, leksikhografi, dingolwa le media, phetolelo le botoloki, puo thutong le disebediswa tsa puo tsa theknoloji.

Dithonyo di ngolwe fatshe mme di tlameha ho kenyelletsa dintlha tse latelang:

- Sehlooho, mabitso a felletseng, aterese (ya ntlo le ya poso), le dintlha tsa mothongwa (imeile le dinomoro tsa mohala), le maqephe a mabedi a boithaloso (CV) ba mothongwa. CV e tlameha ho kenyelletsa mabitso a felletseng a mothongwa, nomoro ya boitsebiso, bong, dintlha tsa ho iteanya le yena (aterese ya imeile le dinomoro tsa mohala), diaterese (ya ntlo le ya poso), lebitso la provense eo a dulang ho yona, le tlhaloso e kgutshwane ya boiphihlelo ba hae, tsebo, le bokgoni ba puo kapa/le botjhaba bo amehang.
- Dikhophi tse nnetefaditsweng tsa bukana ya boitsebiso ya mothongwa le mangolo a thuto le a mosebetsi a mothongwa.
- Dintlha tse ding tse ka tshehetsang, ho kenyelletsa le mabitso le dintlha tsa dipaki tse pedi (2) bonyane. E nngwe ya dipaki e tlameha ho tswa mokgatlong wa setjhaba kapa setheong sa puo, botjhaba kapa setso.
- Lengolo la kgothaletso leqephe le le leng le saennweng ke mothonyi le hlalosang hore hobaneng mothongwa a tshwanetse ke ho ba le seabo tlabollong le tshebedisong ya puo e amehang.
- Foromo ya kopo e tlatsitsweng e tlameha ho saenwa ke mothonyi, le motho e mong ya mo tlatsang, mmoho le mothongwa.

Ha ho thonyo e tla kgethwa ha feela dintlha tse boletsweng ka hodimo di sa fella:

Bakeng sa lesedi le batsi ka tsamaiso le ditlhoheho, ka kopo etela websaete ya PanSALB ho www.pansalb.org kapa o ikopanye le:

Mofts. Joyce Ngcobo Mohala: (012) 341 9638 **Fekse:** (012) 341 5938 **Imeile:** ngcobo@pansalb.org

Dithonyo di fetisetswe ho:

Mohlanka ya ka Sehloohong wa Phethahatso **Ho:** Karolo ya Dipuo Lekgotla la Dipuo Tsohle tsa Afrika Borwa

Imeile: nominations-nlbs@pansalb.org

Ka poso: Private Bag X08, Arcadia, 0007

Ka letsoho: 5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Letsatsi la ho kwala: 23 Tihakola 2024

Ka kopo tseba hore dikopo tse feksitsweng di keke tsa amohelwa.

Setjhaba se le seng sa dipuo tse ngata

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IKHWELO LOKUPHAKANYISWA KWAMAGAMA AMALUNGU OMPHAKATHI AZOBA SEMIKHANDLWINI YOLIMI KAZWELONKE

IBhodi Lezilimi Zonke LaseNingizimu Afrika (PanSALB) ngalokhu limema amalungu omphakathi, ikakhulukazi abantu abanentshisekelo kwezezilimi, abasezikhungweni zemfundo ephakeme, abasezinhlanganweni zomphakathi noma ezikhungweni zezamasiko ukuba baphakamise amagama abantu abangaqokelwa ekubeni babe amalungu eMikhandlu Yolimi Kazwelonke, engaphansi kuka-PanSALB nezogondana nalezi zilimi ezisemthethweni ezilandelayo: isiPedi/ seSotho sa Leboa, isiSuthu, isiTswana, isiSwati, isiVenda, isiTsonga, isiBhunu, isiNgisi, isiNdebele, isiXhosa, isiZulu, uLimi Lwezimpawu LwaseNingizimu Afrika kanye nezilimi zama-Khoe nama-San.

Ilowo nalowo Mkhandlu Wolimi Kazwelonke usebenza ngokuhambisana neSigaba 8(8)(b) soMthetho Webhodi Lezilimi Zonke LaseNingizimu Afrika (uMthetho 59 ka-1995), nezichibiyelo zawo, kanye neziNkambiso neMithetho eqondene neMikhandlu Yolimi Kazwelonke (NLB Norms and Rules) (ISaziso Sebhodi Esingunombolo 94 sika-2005 ngokubuyekwezwa kwaso)

Amalungu angeke asebenze ngokugcwele kodwa azobamba isikhathi esilinganiselwa eminyakeni emihlanu ukusukela ngosuku lokuqokwa. Ayikho inkokhelo njengoba lokhu kuthathwa njengokusebenzela umphakathi nesizwe. U-PanSALB uzothwala izindleko eziqondene nokuhamba kanye nendawo yokulala kumalungu aqokelwe emikhandlwini yolimi kazwelonke ngokuhlukana kwayo.

Abantu abafanelekile kumele babe nalokhu okudingekayo:

- Lolo limi oqokelwa lona kufanele kube oluncele ebeleni;
- Kufanele ube nogqozi nokuzinikela, ubuye futhi ubambe iqhaza ekuthuthukisweni nasekusetshezenisweni kwalolo limi;
- Ube nolwazi olunzulu lwalolo limi okubandakanya ubungoti kule minxa yolimi elandelayo: ukuvanyiswa kolimi; ukwakhiwa kwamatemu; ukubhalwa kwezichazamazwi; imibhalo yobucikomazwi, imithombo yezokucoshela izindaba, ukuhumusha nokutolika, ulimi kwezemfundo kanye nezobuchwepheshe ezisebenza ngolimi.

Iziphakamiso zamagama kufanele zibhalwe phansi zibe nalokhu okulandelayo:

- Amagama aphelele, amakheli (elendawo neleposi), imininingwane yokuxhumana (i-imeyli nezinombolo zocingo) zalowo ophakanyiswayo, kanye ne-CV engamakhosi amabili yalowo ophakanyiswayo. I-CV kufanele ibe namagama aphelele, inombolo kamazisi, ubulili, imininingwane yokuxhumana (ikheli le-imeyli nezinombolo zocingo), amakheli (elendawo neleposi), igama lesifundazwe ohlala kuso bese ichaza kafuphi ngesipiliyoni, ulwazi namakhono aqondene nalolo limi kanye/noma nesiko lalo;
- Amakhophi aqinisekisiwe kamazisi walowo muntu ophakanyiswayo kanye naweziqu zemfundo;
- Yinoma yiluphi olunye ulwazi lokwengeza, okubandakanya amagama nemininingwane yabantu ababili okungenani abangaba abafakazeli. Omunye wabafakazeli kufanele aqhamuke enhlanganweni yomphakathi noma esikhungweni esisebenza ngolimi noma ngamasiko.
- Ikhasi elilodwa elisayiniwe elibeka izizathu zokuphakanyiswa kwegama yilowo oliphakamisayo echaza ukuthi lowo ophakanyiswayo ufaneleke ngani ukuthi angaba negalelo ekuthuthukisweni nasekusetshezenisweni kwalolo limi.;
- Ifomu lisicelo eligcwaliswe ngokufanele okumele lisayinwe umphakamisigama, omesekelayo kanye nalowo ogama lakhe liyaphakanyiswa.

Asikho isiphakamiso segama esizokwamukelwa uma lokhu okungenhla kungafakiwe.

Ukuthola ulwazi oluthe xaxa mayelana nenqubo nokudingakalayo, vakashela iwebhusayithi yakwa-PanSALB ethi: www.pansalb.org noma uxhumane no:-

Nks Joyce Ngcobo Ucingo: (012) 341 9638 Ifeksi: (012) 341 5938 I-Imeyli: ngcobo@pansalb.org

Iziphakamiso zamagama kufanele zithunyelwe zibhalwe kanje: Tisikhulu Esiphethe Okuqondiswe kuye: UPhiko Lwezilimi IBhodi Lezilimi Zonke LaseNingizimu Afrika

Nge-imeyli: nominations-nlbs@pansalb.org **Ngeposi kuleli kheli:** Private Bag X08, Arcadia, 0007

Uma zilethwa mathupha: 5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Usuku lokuvala: 23 kuNhlolanja 2024

Qaphela ukuthi iziphakamiso zamagama ezithunyelwe ngefeksi aziyukwamukelwa.

Isizwe sinye izilimi ziningi

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ISIHLOKOMISO SOKUTYUMBELA ULUNTU KWIIBHODI ZEELWIMI ZESIZWE (NLBs)

IBhodi yeeLwimi yoMzantsi Afrika (PanSALB) yenza isimemo ukuba abantu, ingakumbi abo banxulumene namaqumrhu okanye amazikomfundo enomsila, awezenkcubeko, awezemveli nawoluntu ngokubanzi, abanomdla kwimicimbi yeelwimi, ukuba batyumba abantu abanokunyulelwa kwiiBhodi zeeLwimi zeSizwe (NLBs) zePanSALB zeelwimi ezisemthethweni (iSipedi/Sesotho sa Leboa, iSisutho, iSitswana, iSiswati, iTshivenda, iXitsonga, isiBhulu, isiNgesi, isiNdebele, isiXhosa, isiZulu, noLwimi lweMiqondiso loMzantsi Afrika) neelwimi zesiQhakancu (iilwimi zamaKhoe namaSan).

I-NLB isebenza ngokweCandelo 8(8)(b) loMthetho iPan South African Language Board Act (uMthetho 59 wowe1995), njengoko wenziwe izilungiso, nangokweMigaqo neMiqathango yokusebenza kweeNLB (iSaziso seBhodi 94 sonyaka 2005, njengoko senziwe uhlaziyo).

Amalungu akhonza ngokungekho sigxina isithuba seminyaka emihlanu ukususela ngomhla wokumiselwa kwawo. Amalungu akahlawulwa ngobulungu bawo njengoko oku kuthathwa ngokuba ngumsebenzi woluntu. IPanSALB ihlawula iindleko zokuhamba nezokuhlaliswa kwelungu xa lithunye imisebenzi yeNLB yalo.

Ukuze umntu akufanele ukutyunjelwe kulo msebenzi kufuneka abe noku kulandelayo:

- Abe uluthetha/ulusebenzisa kwinqanaba lolwimi lwebele ulwimi olo;
- Abe nentshisakalo nokuzinikeka ekwenzeni igalelo kuphuhliso nokusetyenziswa kolwimi olo;
- Abe nobungcali nolwazi olunzulu ngolwimi olo, abe nezakhono ezincamisileyo kwezi nkalo zilandelayo: ukugunyaziswa nokulungelelaniswa kolwimi, uphuhliso lwesigama, ezochazomagama, uluncwadi, ezosasazo, ezokuguqelela, ezokutolika, ulwimi kwezemfundo, nakulwimi kwezobuchwepheshe

Izingeniso ngabatyunjwa mazifakwe ngokubhaliweyo kwaye mazibandakanye ezi nkukacha zilandelayo:

- Itayitile, amagama, idilesi (eyokuhlala neyeposi), iinkukacha zonxibelelwano (i-imeyile nenombolo yomnxeba) zalowo utyunjwayo, kwakunye nembali yamava efinyeziweyo (CV) yakhe ebude bungadlulanga kumaphepha amabini. I-CV yomtyunjwa kufuneka ibandakanye amagama, inombolo yesazisi (ID), isini, iinkukacha zoqhakamshelwano, (i-imeyile nenombolo yomnxeba), idilesi (eyokuhlala neyeposi), igama lephondo ahlala kulo, kwakunye nenkcaza yamava akhe efinyeziweyo, ulwazi, nezakhono ezifanelekileyo kulwimi olo okanye inkcubeko yalo.
- Ikopi yeID neyeziqinisekiso zemfundo ezingqinisiweyo.
- Naziphi na ezinye iinkukacha ezixhasayo, kubandakanya amagama neenkukacha zonxibelelwano zabantu ababini abanongqina. Omnye kuloo mangqina kufuneka abe ngowolwimi olo, wenkcubeko, wemveli, okanye wombutho woluntu okanye iziko.
- Ileta etyikitywe ngumtyumbi ezathuza ngokulungela komtyunjwa ukwenza igalelo kuphuhliso nokusetyenziswa kolwimi olo.
- Ifomu yotyumbo egcwalisiweyo yatyikitywa ngumtyumbi, umxhasi wakhe, nomtyunjwa lowo.

Utyumbo alusayi kwamkelwa lungenazo ezi nkukacha zichazwe apha.

Iinkukacha ezithe vetshe ngenkqubo nangezinto ezifunwayo ziyafumaneka kwiwebhusayithi yePanSALB www.pansalb.org okanye uqhakamshelane nalo ulandelayo:

Nks Joyce Ngcobo Tel: (012) 341 9638 Ifeksi: (012) 341 5938 I-imeyile: ngcobo@pansalb.org

Iziphakamiso ngabatyunjwa mazithunyelwe kulo ulandelayo: IGosa loLawulo eliyiNtloko (CEO), Ingqalelo yeCandelo leeLwimi, IBhodi yeeLwimi yoMzantsi Afrika

Ngeimeyile: nominations-nlbs@pansalb.org **Ngeposi:** Private Bag X08, Arcadia, 0007

Ngesandla: UMGangatho 5, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Umhla wokuvala: 23 kweyeDwarha 2024

Nceda uqaphele ukuba iziphakamiso ezithunyelwe ngefeksi azizukwamkelwa.

Isiswe esinye, iilwimi ezininzi

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BOIKUELO JWA GO TLHOPHA DITOKOLOLO TSA SETŠHABA GO DIRA MO MAKGOTLENG A BOSETŠHABA A DIPUO (NLBs)

Boto ya Dipuotsotlhe la Aforikaborwa (PanSALB) e laetsa baagi ba ba golaganeng le thuto, setso, segosi le ditheo tsa loago kgotsa ditheo tse di nang le kgalhego mo dipuong go tlhopha batho ba ba ka thapiwang mo Makgotleng a Bosetšhaba a Dipuo a PanSALB mo dipuong tsa semmuso e leng (Sepedi / Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, isiZulu le Puo ya Matshwao ya Aforikaborwa gammogo le dipuo tsa Khoe le San.

NLB nngwe le nngwe e dira go ya ka kgaolo 8(8)(b) Molaophethi wa Boto ya Dipuotsotlhe ya Aforikaborwa (Molao 59 wa 1995) jaaka o tlhabolotswe le Melao le Melawana ya diNLB (Kitsiso ya Boto ya 94 ya 2005 jaaka etlhabolotswe)
Ditokololo di tlaa dira ka tsela e e seng ya leruri mo dingwageng di le tlhano go tloga ka letsatsi le ba tlaa thapiwang ka lona. Ga go na tuelo epe jaaka se se tsewa e le tireloloago. PanSALB e tlaa tsaya boikarabelo jwa go rulaganya marobalo le go duelela dipalangwa tsa ditokololo tse di tlaa thapiwang go dira mo diNLB.

Batho ba ba maleba ba tshwanetse go nna le ditlokego tse di latelang:

- O nne sebui sa puo ya ntlha/modirisi wa puo eo.
- Go nna le lerato la go tsaya karolo mo go godiseng le go diriseng puo eo
- O nne moitseanape kgotsa o nne le kitso e e tseneletseng ya puo le go nna le bokgoni mo lengweng la maphata a a latelang a puo: tshwanafatso ya puo, bothamamareo, bokwalathanodi, ditlhangwa le kgaso, bofetoledi le botšhomolodi, puothutong, le maranyane a dipuo tsa setho.

Ditlhopho di tshwanetse go dirwa ka go kwalwa mme di akaretse dilo tse di latelang:

- Maina, Aterese (Bonno le Poso), tshedimisetso ya ikgolaganyo (imeile le dinomoro tsa mogala) tsa motlhophiwa, CV e e sa feteng ditsebe di le pedi ya motlhophiwa, CV e tshwanetse go nna le maina a a feletseng a motlhophiwa, Nomoro ya lokwaloitshupo, bong, tshedimisetso ya ikgolaganyo (imeile le dinomoro tsa mogala), aterese (bonno le poso), leina la porofense e a nnang kwa go yona le tshedimisetso ka bokgoni, kitso le maitemogelo mo puong e e rileng le setso.
- Bosupi jo bo netefaditsweng jwa ID le makwalo a dithutego
- Tshedimisetso nngwe le nngwe e e maleba go tsenyeletsa le maina le tshedimisetso ya go ikgolaganya ya batho ba le babedi ba ba ka tlhomamisang. Mongwe wa bathomamisi o tshwanetse go tswa kwa setheong sa dipuo, sa setso kgotsa sa loago.
- Lekwalo le le saenilweng le le neelang tlhaloso le le tswang kwa motlhoping, le le neelanang ka mabaka a gore motlhophiwa o maleba e bile o tlaa nna le seabe mo go godiseng le mo tirisong ya puo
- Foromo ya kopo e e tladitsweng e e tshwanetseng go saeniwa ke motlhophi, yo o mo emang nokeng le motlhophiwa

Makwalotlhopho ga a kitla a tsewa tsiya fa tse di boletsweng fa godimo di sa tsenyelediwa.

Go bona tshedimisetso go feta fa ka tsela le ditlokego tse dingwe, ikgolaganye le PanSALB mo www.pansalb.org kgotsa ikgolaganye le:

Moh. Joyce Ngcobo Mogala: (012) 341 9638 **Fekese:** (012) 341 5938 **Imeile:** ngcobo@pansalb.org

Ditlhopho di tshwanetse go romelwa go: Mokhuduthamagamogolo **Go:** Yuniti ya Dipuo, Boto ya Dipuotsotlhe ya Aforikaborwa

Ka Imeile kwa: nominations-nlbs@pansalb.org

E ka romelwa kwa:

Private Bag X08, Arcadia, 0007

5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Letlha la tswalelo: 23 Tlhakole 2024

Itse fa ditlhopho tse di rometsweng ka fekese di se kitla di amogelwa

Setšhaba se le sengwe sa dipuo tse dintsi

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THAMBO YA U NANGA MIRADO YA LUSHAKA INE YA DO SHUMA KHA KHORO DZA LUSHAKA DZA NYAMBO (NLBs)

Bodonyangaredzi ya Nyambo ya Afrika Tshipembe (PanSALB) i khou ramba mirado ya lushaka nga maanga vhoradziphunzo, vhaqivhi vha mvelele, vha sialala, na zwiimiswa zwapo, vha vha na dzangalelo kha zwa nyambo u nanga vhatu vha vha tea u vha mirado ya Khoro dza Lushaka dza Nyambo (NLBs) kha PanSALB vho imela nyambo dza tshiofisi (Sepedi/Sesotho sa Leboa, Sesotho, Setswana, Siswati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, isiZulu, na Luambo lwa Zwanda lwa Afrika Tshipembe (SASL) khathihi na nyambo dza vha lushaka lwa Khoisan.

NLB inwe na inwe i shuma u ya nga tshiteiwa tsha vhu 8(8)(b) tsha tshanduko ya mulayo wa vhu 59 wa nwaha wa 1995 wa Bodonyangaredzi ya Nyambo ya Afrika Tshipembe na maitela na milayo ya NLB ya linwalomviswa la khoro la vhu 95 la nwaha wa 2005, lo bviswaho nga huswa.

Mirado vha do shuma sa mushumo wa tshifhinganyana lwa minwaha mitanu u bva divha le vha tholwa. **A hu nga do vha na mbadelo sa izwi uyu mushumo u tshi dzhiwa sa mushumo wa u shumela lushaka.** PanSALB i do badela zwiendedzi na vhalalo ha mirado yo khethwaho u shuma kha khoro ya lushaka ya nyambo.

Vhothe vha vha vha tama u ima sa vho nkheteni vha tea u swikelela thodea dzi tevhelaho:

- Vha vhe vha tshi shumisa ulwo luambo sa lwa damuni.
- Vha vhe vha muthu wa u swela, u di kumedzela na u di dzenisa kha mveledziso ya luambo na u shumisa ha luambo lwonolwo.
- Vha vhe na ngivho yo khetheaho nahone vha vhe vhe mudivhi kha zwiwene zwi tevhelaho zwa nyambo: ndinganyiso ya luambo, mveledziso ya theminododzhi, thalusamaipfhi, manwala na nyangadzamafungo, vupinduleli na vhuqologi, luambo pfhunzoni, thekhnojodzhi ya nyambo dza vhatu.

Zwa u nanga zwi tea u itwa nga u tou nwalwa ho katelwa zwi tevhelaho:

- Vhuimo, madzina nga vhudalo, qiresi (ya vhudzulo na ya poswo), zwidodombedzwa zwa vhudavhidzani (imeili na nomboro ya lufingo) zwa munangiwa, masiatari mavhili a zwidodombedzwa zwa vhupe (CV) zwa munangiwa. Afho kha zwidodombedzwa zwa vhupe(CV) hu tea u bviselwa khagala zwi tevhelaho: madzina a munangiwa nga vhudalo, nomboro ya basa, mbeu, zwidodombedzwa zwa vhudavhidzani (imeili na nomboro ya lufingo), qiresi (ya vhudzulo na ya poswo), vundu line a bva khalo, thalutshedzo pfufhi ya tshenzhemo, ngivho, na vhuqoni siani la luambo kana mvelele.
- Ndalukanyo dza ngudo na khando ya basa zwa munangiwa zwo khwa thisedzwaho kana u givhiwa/sainwa mapholisani.
- Zwiwene zwidodombedzwa zwi tikedzaho ho katelwa na madzina na zwidodombedzwa zwa vhudavhidzani zwa vhatu vhavhili vha vha nga kwamiwa. Muthihi wa vheveho vhatu u tea u vha a tshi bva kha tshiimiswa kana dzangano la zwine zwa kwama luambo, mvelele, sialala, zwapo kana zwa vhadzulapo.
- Linwalo la siatari lithihi lo sainwaho nga muthu ane a khou nanga line la bvisela khagala mbuno dza uri ndi ngani vha tshi vhone uyo we vha mu nanga a tshi swikelela thodea dza mveledziso ya luambo.

U nangiwa hothe hu songo di tikaho nga izwo zwo dodombedzwaho afho ntha a hu nga tangedzwi.

U wana vhuqanzi nga vhudalo nga ha maitela a zwithu na thodea vha nga dalela lubuvhisia lwa Bodonyangaredzi ya Nyambo ya Afrika Tshipembe (PanSALB) ya www.pansalb.org kana vha kwama nga lufingo:

Vho Joyce Ncobo Kha: (012) 341 9638 Fekisi: (012) 341 5938 Imeili: ngcoboj@pansalb.org

Zwa u dzinginya kana u nanga zwi tea u rumelwa kha: Muofisi Mulangi Muhulwane, Kha: Khethekanyo ya Nyambo, Bodonyangaredzi ya Nyambo dza Afrika Tshipembe

Nga imeili: nominations-nlbs@pansalb.org Nga poswo kha: Private Bag X08, Arcadia, 0007

Nga tshanda vha nga isa: 5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Duvha la u vala: 23 Luhuni 2024

VHA DZIELE NTHA URI A HU NGA DO TANGANEDZWA KHUMBELO DZA U NANGA DZINE DZA DO RUMELWA NGA FEKISI.

Lushaka luthihi, nyambo nnzhi

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ISAZISO SEEMBAWO ZOKUKHETHA AMALUNGA WOMPKHAKATHI AZOKUSEBENZA KUBHODI YENARHA YAMALIMI (NLBs)

IBhodo yamaLimi wOke weSewula Afrika (PanSALB) imema amalunga womphakathi, khulukhulu ehlangothini lezefundo, amasiko, zendabuko neenhlango zomphakathi nofana iinkhongo ezinekareko kezamalimi bona zikhetha abantu abazokuqalelelwa bona baqatjhiwe emaBhodini weNarha wamaLimi woke asemthethweni wakwa-PanSALB (i-Sepedi/Sesotho sa Leboa, i-Sesotho, i-Setswana, isiSiswati, i-Tshivenda, i-Xitsonga, i-Afrikaans, i-English, isiNdebele, isiXhosa, isiZulu, neLimi lamaTshwayo leSewula Afrika) ne Khoe ne Limi i- San.

Enye nenye i-NLB isebenza ngokuya ngokweSigaba 8(8)(b) somThetho weBhodo yamaLimi wOke weSewula Afrika (umThetho 59 ka 1995), njengombana ukhithjehlelwe, kanye nomThethokambiso we-NLB (isaziso seBhodo se-94 saka 1995, njengoba sibuyekeziwe).

Amalunga azakusebenza kwaphela ngesikhathi esibekweko (part-time) isikhathi esingangeminyaka emihlanu kusukela ngelanga lokuqatjhiwa. **Akunambadela njengoba lokhu kuthathwa njengokusebenzela umphakathi.** I-PanSALB izakubhadela amalunga aqatjhiweko kuma-NLB, iindleko zokukhamba nendawo yokulala.

Abantu abafunekako kufanele babe neemfuneko ezilandelako:

- Bakhulume ilimi lelo/ babebasebenzisi belimi lelo;
- Bafake isandla ekuthuthukiseni nekusetjenzisweni kwelimi lelo;
- Babe netjisakalo nokuzinikela, badlale indima ekuthuthukisweni nekusetjenzisweni kwelimi lelo;
- Babe nelwazi elikhethekileko nelidephileko ngelimelo begodu babe bosolwazi emikhakheni yamalimi elandelako: ukuhlaliswa kuhle kwelimi, ukwakhiwa kwamathemu, iinhlatululimagama, zemitlo neembikindana, ukutjhungulula nokurhumutjha, ilimi kezefundo, nangetheknoloji ngelimi lobuntu (human language technology).

Iimbawo zokukhethwa kufanele zithunyelwe ngokutlola begodu zibe neminingwana elandelako:

- Ithayitela, amagama apheleleko, isiphande (salapha uhlala khona neseposo), neminingwana yokuthintana (iposomoya neenomboro zomtato) zomuntu okhethiweko, ne-curriculum vitae (i-CV) engaba makhasi amabili yomuntu okhethiweko. I-CV kufanele ibe namagama apheleleko, inomboro kamazisi, ubulili, iminingwana yokuthintana (iposomoya neenomboro zomtato), isiphande (sendawo neseposo), igama lesifunda abahlala kiso, nehlathululo efitjhani ngelemuko, ilwazi namakhono abanawo ngelimelo namkha ngesiko.
- Amakhophi kamazisi neweziqu zefundo wakankhethani
- Eminye iminingwana yokusekela, kufaka amagama neminingwana yokuthintana yabafakazi ababili (2). Munye wabofakazi kufanele abuye ehlangothini yelimi, amasiko, namkha ihlangano yomphakathi.
- Incwadi yokusekela engaba likhasi linye etlikitlweko ebuya kumkhethi etjhoko bona kubayini unkhethani akulungele ukudlala indima ekuthuthukisweni nekusetjenzisweni kwelimi lelo.
- Iforomo lesibawo esizalisiweko ekufanele litlakitlwe ngumkhethi, umsekeli, nonkhethani.

Asikho isibawo sokukhetha esizakwamukelwa nange koke lokhu okungaphezulu kungakafakwa.

Nawufuna iminingwana ezeleko yekambiso neemfuneko, sibawa uvakatjhele i-website ye-PanSALB ku www.pansalb.org namkha udosele u:

Ksz. Joyce Ngcobo Tel: (012) 341 9638 Fax: (012) 341 5938 Email: ngcobo@pansalb.org

Iimbawo zokukhetha zingadluliselwa ku: The Chief Executive Officer, Attention: Language Division, Pan South African Language Board

Iposomoya: nominations-nlbs@pansalb.org **Thumela Iposo ku:** Private Bag X08, Arcadia, 0007

Yisa mathupha ku: 5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Ilanga lokuvala: 23 kweyoMdumba 2024

Yeleta, iimbawo ezithunyelwe ngefeksi ngeze zamukeleka.

Isitjhaba sinye, amalimi amanengi

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XITIVISO XO HLAWULA SWIRHO SWA VAAKI LESWI NGA TA TIRHA EKA TIHUVU TA RIXAKA TA TINDZIMI

Huvo yo Angarhela ya Tindzimi ta Afrika-Dzonga (HATAD) yi rhamba swirho swa vaaki, ngopfungopfu lava nga swidyondzeki, vativi va mfuwo, ndhavuko na swisimekiwa swa vaaki, leswi nga na ku tsakela eka tindzimi, ku hlawula swirho leswi nga ta tekeriwa enhlokweni ku thoriwa eka Tihuvo ra Rixaka ta Tindzimi ta ximfumo (Xisuthu xa N'walungu, Xisuthu, Xitswana, Xiswazi, Xivhenda, Xitsonga, Xibunu, Xinghezi, Xindhevele, Xiqhoza, Xizulu, na Ririmi ra Swikoweto ra Afrika-Dzonga) na tindzimi ta Khoyi na Sani.

Huvo yin'wana na yin'wana yi ta tirha hi ku landza Xiyenge xa 8(8) xa Nawu wa Huvo yo Angarhela ya Tindzimi ta Afrika-Dzonga (Nawu 59 wa 1995), lowu pfuxetiweke, na Milawu ya HATAD ya Tihuvo (Xitiviso xa Bodo xa 94 xa 2005, lexi pfuxetiweke).

Swirho swi ta tirha hi mikarhi yo karhi ku ringana malembe ma ntlanu kusuka eka siku leri swi thoriweke. **A ku na tihakelo hikuva i ntirho lowu endliwaka ku tirhela rixaka.** HATAD yi ta hakela ntsena ku famba na vuetlelo bya swirho leswi thoriweke eka tihuvo.

Swirho swi fanele ku va swi khorwisa ku va na swilaveko leswi landzelaka:

- Ku va vavulavurixidzi swa ririmi leri swi thoriwaka eka rona;
- Ku tsakela no tinyiketela ku hluvukisa na ku tirhisiwa ka ririmi leri swi thoriwaka eka rona;
- Ku va na ntokoto na vutivi byo enta hi ririmi leri swi thoriwaka eka rona na vutivi bya xin'we xa leswi landzelaka: ndzinganeriso wa ririmi, nhluvukiso wa matheme, lekizikhogirafi, matsalwa na vuhangalasamahungu, vuhundzuluxeri na vutoloki, na thekinoloji ya swa ririmi.

Ku hlawula ku fanele ku endliwa hi ku tsariwa kunene naswona ku fanele ku katsa vuxokoxoko lebyi landzelaka:

- Xiyimo, mavito hi ku hetiseka, adirese (ya vutshamo na poso), na vuxokoxoko bya vutihlanganisi (imeyili na tinomboro ta ringingho) swa muhlawuriwa, tsalwavutitivisi ta matluka mambirhi. Tsalwavutitivisi ri fanele ku katsa na mavito mo helela ma muhlawuriwa, nomboro ya pasi, rimbewu, na vuxokoxoko bya vutihlanganisi (imeyili na tinomboro ta ringingho), adirese (ya vutshamo na poso), vito ra xifundzakulu lexi swi tshamaka eka xona, nhlamuselo yo koma ya ntokoto, vutivi na vutshila eka ririmi kumbe mfuwo.
- Tikhopi ta pasi na swa tidyondzo.
- Na vuxokoxoko byin'wana lebyi nga katsaka mavito na vuxokoxoko bya vutihlanganisi bya vanhu vambirhi va nkambelo. Un'we wa vona u fanele ku va a suka eka xiyenge xa swa ririmi, mfuwo, ndhavuko, kumbe xisimekiwa xa vaakatiko.
- Ku laveka na phepha rin'we leri sayiniweke hi muhlawuri ri karhi ri bumabumela leswaku hikwalahokayini a vona loyi a n'wi hlawuleke a ringanerile ku hoxa xandla eka ku hluvukisa na ku tirhisiwa ka ririmi leri a hlawuriwaka eka rona.
- Fomo ya xikombelo yi fanele ku sayiniwa hi ku hetiseka hi muhlawuri, museketeri na muhlawuriwa.

A ku na ku hlawula loku nga ta amukeriwa loko hinkwaswo leswi boxiweke laha henhla swi nga katsiwangi.

Mahungu hi xitalo hi mayelana na maendlelo na swilaveko, u nga ha endzela webusayiti ya HATAD eka www.pansalb.org kumbe u tihlanganisa na:

Mnn Joyce Ngcobo Rnq: (012) 341 9638

Fks: (012) 341 5938

Imeyili: ngcobo@pansalb.org

Mapapila mo hlawula a ma rhumeriwe eka: The Chief Executive Officer **Attention:** Language Division, Pan South African Language Board **Hi imeyili:** nominations-nlbs@pansalb.org **Hi poso:** Private Bag X08, Arcadia, 0007 **Hi voko:** 5th Floor, Provisus Building, 523 Stanza Bopape Street Arcadia, 0083

Siku ro pfala: 23 Nyenyanyana 2024

Lemuka leswaku swikombelo swo rhumeriwa hi fekisi swi nge amukeriwi.

Rixaka rin'we tindzimi tinyingi

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