

**UMTHETHOSISEKELO
WELUNGISELELO
ABELAPHI BENDABUKO BASE
AFRICA (ABBA)**



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Ikhasi 1

1. IGAMA

Igama lenkampani lithi Abelaphi Bendabuko Base Africa. Isifinyezo sithi: ABBA

2. ISANDULELO

2.1. Abelaphi beNdabuko baseAfrica (ABBA) bahlose ukunikeza unakekelo lwezempilo olusebenzisa amasiko afanele okubandakanya impilo yomzimba, yomoya kanye nenhlalakahle, futhi basebenze njengabelusi bolwazi lwendabuko.

2.2. Abelaphi bendabuko babambe iqhaza elibalulekile ekuhlinzekeni izinsiza zezempilo emiphakathini yabo iminyaka eminingi. Ngokusebenzisa ulwazi lwabo olujulile lwamakhambi nezimpawu zemvelo, baphilise imiphakathi yabo ngaphambi kokufika kwemithi yasentshonalanga.

2.3. Ngokunaka iqhaza labalaphi bendabuko, ABBA ihlose ukuqinisekisa ukuthi ulwazi lwabo lwendabuko luhlonishwa, luvikelwa futhi lusetshenziswa ngendlela esebenzayo ukuze yonke imiphakathi ithole izinsiza zezempilo ezisezingeni futhi ezisebenzisekayo.

2.4. Isakhiwo salenkampani sizohlonishwa njengombimbi wokuvikela, ukugcina, nokusabalalisa ukwelashwa kwendabuko, ulwazi kanye nemisebenzi yabalaphi bendabuko emhlabeni wonke, lapho kukhona khona.

3. UMBONO

3.1. Ukudala uhlelo olwamukela iqhaza elibalulekile labalaphi bendabuko ezinhlelweni zezempilo, oluqinisekisa ukuthi abalaphi bendabuko bahlinzekwa ngokulingana nezisebenzi zezempilo zasentshonalanga, oluvikela ulwazi lwabo kanye nemisebenzi, futhi oluqinisekisa ukuthi izindlela zabo zokwelapha zisebenziseka, ziyafinyeleleka futhi ziyamukeleka.

3.2. Ukuthuthukisa ukuhlanganiswa kwemithi yendabuko ezinhlelweni ezisemthethweni zezempilo zaseNingizimu Afrika, kukhokhele izimiso kanye nokuhlinzekela ukufundisa, ukuphepha, nokusebenza okufanele kwezindlela zokwelapha zendabuko.

4. ISAKHIWO

4.1. Ikomidi eliphethe lizokwakhiwa ngale ndlela:

4.1.1. Usihlalo

- Ukuhola imihlangano yeBhodi kanye neyamalungu
- Ukumela inhlangano emicimbini yangaphandle
- Ukushayisana nezinye izinhlangano ngemicimbi yenhlangano
- Ukwamukelwa kweziphathimandla zenkampani
- Ukukhipha isiqiniseko sokubamba isikhundla seminyaka emibili

4.1.2. Isekela Sikasihlalo

- Ukulekelela usihlalo emsebenzini wakhe
- Ukumela usihlalo uma engekho

4.1.3. Unobhala (oyisiphathimandla sokuphatha)

- Ukuphatha wonke umsebenzi wansuku zonke wenkampani
- Ukugcina amaminithi emihlangano
- Ukuphatha inqubo yokubhalisa
- Ukuhlela izinhlelo zoqeqesho
- Ukuphatha imibiko kanye nokuxhumana
- Ukuxazulula izinkinga zamalungu

4.1.4. Isekela likaNobhala

- Ukulekelela unobhala emisebenzini yakhe
- Ukwenza imisebenzi kanobhala uma engekho

4.1.5. Umgcini Mafa

- Ukugcina wonke amarekhodi ezimali
- Ukuhlanganisa izabelo zezimali
- Ukuqinisekisa izinsiza zemali ziyatholakala ngokwenqubo nemigomo yezimali
- Ukuletha imibiko yezimali emihlanganisweni

4.1.6. Amalungu Angeziwe

- Ukusiza ekuthathweni kwezinqumo
- Ukumela izifunda zabo

- Ukuhola amaprojekthi aqondene nanoma yimiphi imisebenzi yenhlangothi eqondene nawo

Ikhasi 3

5. IMPOKOPHELO/INHLOSO

5.1. Ukugcina nokuthuthukisa ukwelashwa kwendabuko: Ukugcina, ukuvikela nokuthuthukisa ulwazi lwendabuko oluphathelele nokwelashwa kwendabuko, amakhambi nemisebenzi yokwelapha.

5.2. Ukuhlenganisa ngokusemthethweni: Ukusebenzela ukuhlenganisa ngokusemthethweni abalaphi bendabuko ohlelweni lwezempilo olujwayelekile, sisebenza ndawonye noHulumeni kanye nezinhlangano ezifanele ukwakha izinqubo ezibandakanyayo.

5.3. Ukuvikela ulwazi lwendabuko: Ukuvikela amalungelo obunikazi bobuhlakani angempela amayelana nemithi yendabuko, ukuze kugwenywe ukucekelwa phansi okungafanele nokusetshenziswa ngokungafanele kolwazi lwendabuko.

5.4. Ukulawula izindlela zokwelashwa kwendabuko: Ukusungula nokugcina izindlela zokuziphatha nokwelashwa okuphezulu ukuze kuqinisekiswa ukuthi zonke izindlela zokulapha zokwelapha zendabuko zisezingeni eliphezulu, ziphephile futhi zinemiphumela emihle.

6. IZIMISO EZIYISISEKELO

6.1. Ukugcinwa Kwenhlonipho Kwesiko: Ukuhlonipha nokugcina amasiko esiNtu kanye nezindlela zokwazi, ezibandakanya ulwazi lwendabuko lokulapha iziguli ezidluliselwa esizukulwaneni sesizukulwane.

6.2. Ukunakekela Okusekwe Emiphakathini: Ukugcizelela ukubaluleka kwemiphakathi ngokubeka ukwelulekwa futhi nokuhlinzeka izinsiza zokwelapha ezigunyaziwe ngamalungu omphakathi.

6.3. Indlela Yokwelapha Ephelele: Ukusebenzisa indlela yokwelapha ephelele eyamukelayo ukuthi impilo ibandakanya ukuvumelanisa komzimba, umqondo, umphefumulo, kanye nokusondelana nemvelo.

6.4. Inhlonipho Yolwazi Lwendabuko: Ukuhlonipha ukujula kanye nokubaluleka kolwazi lwendabuko futhi siluvikele ekusetshenzisweni ngokungafanele kanye nasekucwaningweni okwenziwa ngokungenasimilo.

6.5. Ukuzenzela Izinto: Ukugcizelela ilungelo labalaphi bendabuko lokuzenzela izinto ngokwabo uma kuziwa ekulinganiseni, ekulawuleni kanye nokuthuthukiseni ulwazi lwabo kanye nemisebenzi.

Ikhasi 4

7. IZINJONGO

7.1. Ukuthuthukisa Ulwazi: Ukuthuthukisa ulwazi lokwelapha kwendabuko ngokugqugquzela ucwaningo, ukubhalwa kwemibhalo, nokwabelana ngolwazi phakathi kwabalaphi bendabuko nabanye ababambiqhaza besayensi yezempilo.

7.2. Ukwenza Ubungcweti Bokwelashwa Kwendabuko: Ukusungula izindlela ezifanele ukwenza ubungcweti bokwelapha kwendabuko obuwugqozi lwemisebenzi yokwelapha ehlonishwayo.

7.3. Ukuthuthukisa Ukubambisana: Ukuthuthukisa ukubambisana nokusebenzisana phakathi kwabalaphi bendabuko, abacwaningi kanye nezikhungo zokwelapha kusayensi yasentshonalanga, ngokuphepha, nokusebenza okufanele kwezindlela zokwelapha zendabuko.

7.4. Ukurekhodwa Kolwazi: Ukuqopha nokulandisa ulwazi lwendabuko lokwelapha, ukuze lugcinwe ezizukulwaneni ezizayo kanye nokuvikelwa ekulahlekeni.

7.5. Ukuvikela Ulwazi: Ukusungula izinqubo zokuvikela ulwazi lwendabuko lokulapha ngokuthi kuvikelwe amalungelo obunikazi bobuhlakani, kuze kufezwa inzuzo elinganayo nokuhlonishwa kwabalaphi bendabuko.

7.6. Ukuqeqesha Nokufundisa: Ukuhlinzeka ngoqeqesho nokufundisa abalaphi bendabuko ukuze baqhubeke nokuphakamisa ulwazi lwabo kanye namakhono abo, baqinisekisa izinga eliphakeme lezinsiza kanye nokuphepha.

7.7. Ukuqinisekiswa: Ukusiza ohlelweni lokugunyazwa lwabalaphi bendabuko, ukuze kuqinisekiswe ukuthi basebenza ngokuvumelana namazinga okuziphatha nemisebenzi.

7.8. Ukusetshenziswa Ngempumelelo Kwamakhambi Endabuko: Ukugqugquzela ukusetshenziswa okuyimpumelelo nokuyinhlonipho kwamakhambi endabuko, ukuze kuqinisekiswe ukuphepha nokuphilisa iziguli, kugcinwe nemithombo yendalo lapho kutholakala khona lawa makhambi.

8. AMAPHUPHO

8.1. Ukuthuthukisa Ukwazisisa Ngamasiko: Ukwandisa ukuqonda nokwazisisa izindlela zokwelapha kwendabuko phakathi kwemiphakathi, abasebenzi bezempilo, nabakhi bemithetho.

8.2. Ukusiza Abalaphi Bendabuko: Ukuhlinzeka ngokusekela kwezomnotho, kwezokufundisa kanye nokusekelwa kwenhlangano kubalaphi bendabuko, ukubavumela ukuthi babe nenqubo efanele yemisebenzi yabo.

8.3. Ukusungula Izinhlaka Zokwamukelwa Ngokusemthethweni: Ukusebenzisana noHulumeni nezinye izinhlangano ukusungula izinhlaka zokwamukelwa ngokusemthethweni kokwelapha kwendabuko nokuvikela amalungelo abalaphi bendabuko.

8.4. Ukuhlanganyela Nezindlela Zokwelapha Zasentshonalanga: Ukuthuthukisa ukusebenzisana phakathi kwezindlela zokwelapha zendabuko nezasentshonalanga, ukuze kukhuthazwe indlela yokwelapha ephhelele.

9. UMGWAMANDA WOKUPHETHE/ISAKHIWO

9.1. Amandla

Ibhodi Labaqondisi linala mandla alandelayo:

- Ukuphethe ukuchibiyelwa komthethosisekelo
- Ukwamukela futhi uhlole izinqumo zesu nezinqubo zenhlangano
- Ukuqapha ukuhambisana komthethosisekelo, imigomo, nezinqubo
- Nokwenza noma yimiphi imisebenzi ezodingeka ukunikeza amandla izimiso zalo Mthethosisekelo

9.2. Inani Kwiphothifoliyo

Inani elincane lamalungu ebhodi kufanele libe ngabahlanu (5), kube noSihlalo, Isekela Likasihlalo, Unobhala, Isekela Likunobhala, Umgcini Mafa kanye namalungu angeziwe.

9.3. Ukhetho

Iziphathimandla ezibalwe ngenhla zizokhethwa futhi zibekwe yiGosa Elikhulu. Iqhaza labo lizoba ukunikeza ukuholwa kwesu, ukunikeza

ukuqondiswa kusuka phezulu, nokuletha usizo olufanele kubaphathi ngokwemfuneko, ikakhulukazi ezindaweni ezimayelana nobuchepheshe.

Ikhasi 6

10. UMTHETHO WOKUZIPHATHA

Abalaphi Bendabuko futhi namanye amalungu enhlangano kufanele balandele lezi zimiso ezilandelayo:

10.1. Imfihlo: Ukugcina ulwazi lweziguli luyimfihlo, ungadaluli imininingwane yeziguli ngaphandle kwemvume yazo.

10.2. Imvume Enolwazi: Ukuthola imvume enolwazi isuka ezigulini ngaphambi kokusebenzisa noma yiziphi izindlela zokwelapha, ukuqinisekisa ukuthi bayaqonda ubungozi kanye nezinzuzo.

10.3. Ukungalenzi Ububi: Ukuphatha iziguli ezingezi ngendlela engeke ibenzakalise futhi ungabasebenzisi ngendlela engafanele.

10.4. Ukwenzela Okunomvuzo: Ukusebenzela umvuzo weziguli ngaso sonke isikhathi, ukubeka izimfuno zabo phambili, futhi nokwenza izinqumo ezisiza ngcono impilo yomzimba neyengqondo.

10.5. Ukuzwelana Kwamasiko: Ukuhlonipha inqubo yamasiko, izinkolelo, namagugu eziguli, nokuletha usizo ngendlela enomthelela wezamasiko.

10.6. Ubungcweti: Ukugcina izinga eliphakeme lobungcweti ngokuphepha, nokuhlonipha ukuphathwa kwesiguli, nokwenza umsebenzi ngendlela efanele.

10.7. Ukufunda Okuqhubekayo: Ukuzibophezela ekufundeni okuqhubekayo nokuthuthukiswa kwamakhono kokuhlala unolwazi ngokuthuthuka kwamanje kwezempilo, izindlela zokulapha, namakhambi.

11. INDLELA YOKUZIPHATHA

Amalungu abalaphi bendabuko kulindeleke ukuthi abeke lezi zimiso ezilandelayo:

11.1. Ubungcweti: Ukusebenza ngobungcweti ngaso sonke isikhathi, ukuhlonipha amazinga asemkhakheni, nokugcina ukuziphatha okufanelekile ekwelapha iziguli.

11.2. Ukuthembeka: Ukugcina amazinga aphezulu okuqotho nokwethembeka kuzo zonke izindaba eziphathelene nokwelashwa kweziguli nokuhambisana nokusebenza kwenhlangano.

11.3. Inhlonipho: Ukuhlonipha isithunzi, ubumfihlo, namalungelo eziguli, abanye abasebenzi bezempilo, futhi nakumalungu omphakathi.

11.4. Ubumfihlo: Ukugcina ubumfihlo bayo yonke imininingwane yeziguli, ulwazi oluyimfihlo lwenhlangano, kanye nolwazi oluyimfihlo lwemisebenzi.

11.5. Ikhono: Ukunikeza kuphela izinsiza zokwelapha lapho unolwazi, uqeqesho, namakhono afanele, nokudlulisela iziguli lapho kudingeka khona.

11.6. Imvume Enolwazi: Ukuqinisekisa ukuthi iziguli zinikwa ulwazi oluphelele oluphathelene nezindlela zokwelapha eziphakanyisiwe, izinga lokugula, ubungozi kanye nezinzuzo ezingaba khona, ukuze bakwazi ukwenza izinqumo ezinolwazi ngempilo yabo.

11.7. Ukuzwelana Kwamasiko: Ukuhlonipha ukuhlukana kwamasiko, izinkolelo, namagugu eziguli, nokwenza ulwazi lwendabuko ngendlela elungile.

11.8. Ukungabandlululi: Ukuphepha ukubandlulula ngenxa yobuhlanga, ubulili, inkolo, imvelaphi yezwe, ubudala, ukukhubazeka, isimo sezomnotho, isimo somshado, isayensi yezobulili.

11.9. Ukunakekela Uqobo: Ukuhlala usempilweni enhle yomzimba neyengqondo ukuze ukwazi ukunikeza isevisi efanele ezigulini.

11.10. Ukuthuthukisa Okuqhubekayo: Ukuzibophezela ekufundeni okuqhubekayo, ukufunda, nokuthuthukisa amakhono okwelapha ngokugcina ulwazi olwaziwa manje ngezindlela zokwelapha zendabuko.

1. IMALI KANYE NEMPAHLA YENKAMPANI

1.1. Inkampani izosebenzisa izimali zayo ngendlela ezosa izinjongo zayo kuphela.

1.2. Ayikho ingxenye yemali noma impahla izonikezwa amalungu ayo ngandlela thile, ngaphandle kwemali efanele ngomsebenzi owenziwe egameni lenkampani.

1.3. Amalungu angeke azuze ngokungafanele ngezimali zenkampani.

1.4. Inkampani ingathola izimali ngeminikelo, iziphiwo, nemihlomulo.

1.5. Inkampani ingaboleka imali futhi inikezele noma yimiphi impahla yayo ukuze kusekele injongo yayo.

1.6. Inkampani ingathenga, iqashe noma ifune ngazo zonke izindlela, izakhiwo noma izindawo zomhlaba ezidingekayo ukufeza izinjongo zayo.

1.7. Inkampani ingaqasha abasebenzi kanye nama-ejenti ukuze basebenzele inkampani futhi baholele imisebenzi efanele.

1.8. Inkampani inemvume yokungena ezivumelwaneni ezifanele ezizosa injongo yokuphathwa kwayo ngokufanele.

2. UKUTHELISWA

2.1. Yonke imali yabanikeli izokhokhwa ngokusho kwenqubo yobunikazi obubandakanyayo njengoba kubekiwe nguMnyango Wezokusingathwa Kwentela (SARS) ngaphansi kwesigaba 30 soMthetho Wokutheliswa Kwenzuzo (SARS Act).

2.2. Zonke izimali zabanikeli kufanele zihanjiswane nenqubo yokungabi nanzuzo njengoba ibekiwe uMnyango Wezokusingathwa Kwentela (SARS) ngaphansi kwesigaba 30 soMthetho Wentela Yenzuzo, ukuvumela izimali zabanikeli zibengathelelwa.

3. AMANDLA ENKAMPANI

3.1. Ibhodi Labaqondisi linala mandla alandelayo:

- Ukuphethe ukuchibiyelwa komthethosisekelo
- Ukwamukela futhi uhlole izinqumo zesu nezinqubo zenhlangano
- Ukuqapha ukuhambisana nomthethosisekelo, imigomo, nezinqubo
- Ukuqalisa izinyathelo zokulungisa noma zokuqondisa kumalungu atholakala ephula umthetho wokuziphatha nendlela yokuziphatha yenhlangano.
- Ukuthenga, ukubolekisa, ukuqasha, ukuthengiswa, nokuphethe impahla engasuki negasuki yenhlangano
- Ukukhipha inqubomgomo neyalelo kubasebenzi namalungu ahlukene
- Nokwenza noma yimiphi imisebenzi ezodingeka ukunikeza amandla izimiso zalo Mthethosisekelo

3.2. Inkampani ingasebenza eNingizimu Afrika nakwamanye amazwe ngokuya kwalokho okubekiwe ngumthethosisekelo nokunye ukusebenza esekelwe ezweni lesithathu ngokuya kwezimvume zabaphezulu benkampani.

4. UBULUNGU

4.1. Imikhakha Yobulungu

Ubulungu buzoba sezikhathini ezintathu:

- **Ubulungu Obuphelele:** Kuvuleleke kubo bonke abalaphi bendabuko abaneziqo nokuqeqeshwa okungenani iminyaka emibili.
- **Ubulungu Obuhambisanayo:** Kuvuleleke kubo bonke abantu abasekela/ukusiza abalaphi bendabuko kodwa bangesibo bona qobo labo.
- **Ubulungu Obuhlonishwayo:** Bunganikezwa ilungu ngesizathu esingabo amalungu kanye nezinhlangano ezihlobene nezempilo kanye nokuthuthukiswa kwendabuko yomphakathi.

4.2. Inqubo Yokubhalisa

Abalaphi bendabuko abafisa ukuba amalungu enhlangano kufanele:

- Bafake isicelo kubhalwe phansi kubhekiswe kuSihlalo noma ilungu lekomidi.
- Bahlanganyele nokuthola imvume kusuka kubaholi bendabuko endaweni lapho besebenza khona.
- Bangabhalisa njengamalungu ngokuchasisa igama labo negama lendawo, okungenani ubudala, nokufakazela ubuchule babo.
- Banike imininigwane ephelele yabo egameni labo eligcwele, ikheli, inombolo yocingo, nobufakazi bokuthi bangotamatisi uma bekhona.
- Bahlale ngohlobo oluphethwe inqubomgomo yenhlangano uma kukhona naluphi ulwazi olufunekayo ngaphambi kokugcwalisa ifomu lokubhalisa.

4.3. Izimali Zobulungu

Imali yokubhalisa izoba i-R500 kanti imali yokuvuselela ubulungu izoba i-R300. Ubulungu buzoba yingxenye yonyaka, buvuselelwe minyaka yonke.

4.4. Irekhodi Lamalungu

Unobhala uzogcina irekhodi lamalungu, kubhalwe amagama awo, izinsuku zokuqala, nezimali ezikhokhelwe.

5. IMIHLANGANO YAMALUNGU

5.1. Umhlangano Omkhulu Wonyaka (AGM)

Umhlangano omkhulu wonyaka uzobanjwa ngaleso sikhathi nendawo ezinqunywe yiBhodi. Isaziso esibhaliwe soMhlangano Omkhulu Wonyaka kufanele sinikezwe wonke amalungu futhi okungenzeka ngokusebenzisa umbiko wasemoyeni, imiyalezo yocingo kanye/noma i-imeyli okungenani ezinsukwini ezingama-21 ngaphambi kosuku lomhlangano.

5.2. Ikhoramamu

Ikhoramamu loMhlangano Omkhulu Wonyaka izoba okungenani ingxenye (50%) ethile yamalungu anelungelo lokuvota.

5.3. Imisebenzi yoMhlangano Omkhulu Wonyaka

Imisebenzi yoMhlangano Omkhulu Wonyaka izoba:

- Ukwamukela imibiko yonyaka kaSihlalo noMgcini Mafa
- Ukukhetha iBhodi Labaqondisi (uma kudingekile)
- Ukukhetha umcubunguli wamabhuku ozimele
- Nokwenza eminye imisebenzi ngokuya kokushiwo ngunobhala

6. ISAZISO SEMIHLANGANO

6.1. Isaziso soMhlangano Omkhulu Wonyaka kumele sinikezwe okungenani ezinsukwini ezingama-21 ngaphambi komhlangano.

6.2. Isaziso singanikezwa ngocingo, inkulumo-mpendulwano, i-imeyli, isaziso esibhaliwe, ukumemezela emhlanganweni wangaphambilini, noma omunye umthombo wokuxhumana.

6.3. Isaziso somhlangano kufanele siqukathe imininingwane yosuku, indawo, isikhathi, kanye nohlu lwezinto ezizoxoxwa.

6.4. Ukungakhishwa kwesaziso somhlangano ngenxa yephutha akuzukwenza umhlangano ungasebenzi.

7. IZIMALI NEMIBIKO

7.1. Izimali Zamalungu

Amalungu kufanele akhokhe izimali zokubhalisa kanye nezimali zomnyaka njengokuba kunqunywe yiBhodi Labaqondisi.

7.2. Amalungiselelo Ezimali

UMgcini Mafa, egameni leBhodi Labaqondisi, uzogcina amarekhodi anembile ezimali futhi alungiselele imibiko yezimali ngezinga elenziwa ngokufanele ngokwemigomo yamazinga okubika kwezimali ekhonjwe eNingizimu Afrika.

7.3. Ukuhlolwa Kwamabhuku

Amabhuku ezimali azohlolwa okungenani kanye ngonyaka, ngaphambi koMhlangano Omkhulu Wonyaka.

7.4. Ama-akhawunti Ebhanki

Noma yiziphi izimali eziqoqiwe zizogcinwa ku-akhawunti yebhanki egameni lenhlangano nebhanki eyaziwa. Zonke izintela malisebanke zenziwa okungenani ngabantu ababili. UMgcini Mafa kanye namalungu amabili ekomidi eliphethe kunoma yisiphi isikhathi.

7.5. Unyaka Wezimali

Unyaka wezimali wenhlangano uzoba kusukela mhla ka-1 kuNhlolanja kuya mhla zingama-31 kuMasingana.

7.6. Umcubunguli Wamabhuku Ozimele

Umcubunguli wamabhuku ozimele uzoqokwa uMhlangano Omkhulu Wonyaka ukuhlola imibiko yezimali wenhlangano futhi abandakanyeke ekubuyeleni ekwandiseni imali yenhlangano.

8. IZICHIBIYELO KANYE NOKUHLAKAZWA

8.1. Izichibiyelo

Lo Mthethosisekelo ungachitshiyelwa, kuphela ngesiphakamiso esiphasiswe ngamavoti angu-75% wamalungu akhona kuMhlangano Omkhulu Wonyaka noma emhlanganweni oyisipesheli obizwe ngaleyo nhloso.

8.2. Ukuhlakazwa

Inkampani ingahlakazwa ngesiphakamiso esiphasiswe ngamavoti angu-75% wamalungu akhona kuMhlangano Omkhulu Wonyaka noma emhlanganweni oyisipesheli obizwe ngaleyo nhloso.

8.3. Ukwabiwa Kwempahla

Uma inkampani ihlakazwa, noma yiziphi izimpahla ezisele emva kokukhokhelwa kwazo zonke izikweletu kufanele zabiwe kuhlangano enoma yiziphi izinhloso ezifana nalezo zayo.

9. ISIVIKELO

9.1. Bonke abaphathi besimo, amalungu ekomidi, nabasebenzi benhlangano basebenza ngezindleko zenhlangano futhi bayavikelwa ezikweletini, ilahleko, kanye nezindleko abangathola ukuthi babekwe zona ngokusebenza kwabo ngoba besebenzela inhlangano, ngaphandle uma lezi zindleko zibangelwa ngenxa yezenzo noma ukungaholelwa kwabo.

9.2. Abantu abarekhodiwe abaphatha izinkinga zamalungu njengoSihlalo, Unobhala kuphela ababekwe yinhlangano ngokuya komthetho abayoba necala noma bachapiwe imisebenzi abayiphethe ngokuhleleka kubemisebenzi yabo noma kuMthethosisekelo walesi sakiwo.

10. UKWAMUKELWA KOMTHETHOSISEKELO

Lo mthethosisekelo wamukelwa emhlanganweni owawuthelwe ngaleyo
nhloso e-_____ mhla zingu _____ ku
_____ 20____.

Sayinwe: _____

Usihlalo/Unobhala

Usuku: _____