

## **TIMISO TEKHLELEKA KWEMHLANGANO WEMIMANGO WELISIKO**

### **1. Setfulo**

- 1.1. Kucaphela emagugu lahlukahlukene kanye nebunjalo bemimango lenemasiko eNingizimu Afrika;
- 1.2. Kucinisekisa sitfunti lesikhona, kubaluleka lokulinganako, kanye neminikelo lehlukile yayo yonkhe imimango yemasiko;
- 1.3. Kucondziswa timiso tekuvumelana, kuhlonipha emasiko, kanye nekuhlala ndzawonye ngekuthula nekubambisana;
- 1.4. Kutibophelela ekugcugcuteleni kukhulumisana lokusebaleni, kucocisana, kanye nekutsatsa tincumo ngekubambisana etindzabeni letikhatsatako letifanako;
- 1.5. Kuvuma kubaluleka kwekwehlukahlukana, kanye nekubaluleka kwekugcina kutibandzakanya lokwakhako nalokuhloniphekile emkhatsini wemimango lenemasiko;
- 1.6. Tikhungo letivumelekile letingemalunga lapha tisungula leMitsetfo Yekuhleleka ("Imitsetfo") njengeluhlaka lwekuhlanganyela lokuhlelekile, kuvisisa, kanye nekubambisana lokuchubekako.

### **2. Injongo kanye neBubanti**

- 2.1. LeMitsetfo isebenta kulawula tinchubo kanye nekuchutjwa kwemhlangano lobitwa tikhungo letingemalunga letivumelekile kanye nasemkhatsini wato.
- 2.2. Injongo yalomhlangano kutsi kucociswane ngetintfo letikhatsatako, kanye nekubambisana emkhatsini wetikhungo letingemalunga.
- 2.3. Lomhlangano angeke uhlanganise inhlango futsi ube nebantfu bemtsetfo.
- 2.4. Lomhlangano utawuchutjwa ngendlela lehlelekile, lesemtsetfweni, lenekuthula, nalefaka konkhe kute kutsi kube nekucocisana lokufanele, kutibandzakanya ngenhlonipho, kanye nekuhlanganyela lokulinganako kwato tonkhe tikhungo letingemalunga.

### **3. Emalunga eMhlangano**

- 3.1. Tikhungo letingemalunga tingafaka ekhatsi noma ngutiphi tinhlango temasiko, tinhlango temmango, tinhlango tebhuli bebukhosi noma besintfu, tinhlango letimele ummango, kanye naletinye tikhungo letivumelekile letimele tintfo temmango letifunwa ngemasiko.
- 3.2. Tikhungo temasiko letifuna kuba tikhungo letingemalunga tingafaka sicelo temvume ngekubhala, tinikete lwati lolunjalo lolungadzingeka ngendlela lefanele lefunwa ngulomhlangano.
- 3.3. Lomhlangano ungahle, ngesikhatsi kucatshangelwa kahle sicelo, wemukele lofake sicelo njengesikhungo lesililunga ngelivoti lebantfu lababili kulabatsatfu betikhungo letingemalunga letivumelekile letikhona.

- 3.4. Lomhlangano unganiketa bulunga ngalokugcwele noma ngemibandzela. Bulunga lobunemibandzela bunganiketwa ngekuya ngemibandzela lefanele njengobe umhlangano ungabona kutsi kudzingeka kucinisekisa bucotfo, kufaka ekhatsi kanye nekusebenta ngekuhleleka kwemhlangano.
- 3.5. Sikhungo ngasinye lesivumelekile lesililunga kufanele sibeke tiffunyuwa letimbili kutsi tihlanganyele kulomhlangano.
- 3.6. Tiffunyuwa letimele tikhungo letingemalunga kumele tetfule emhlanganweni ngamunye bufakazi lobubhaliwe bekubekwa kwato ngendlela lefanele.
- 3.7. Lomhlangano utawugcina lirekhodi lato tonkhe tikhungo letivumelekile letingemalunga, lelikhombisa lilanga lekuvunywa kwato, simo sebulungu lato (kungaba ngulelikhona nyalo, leligcwele noma lelinemibandzela), kanye nanobe ngumiphi imibandzela lesebenta kumalunga lanemibandzela.

#### **4. Umtsetfosisekelo kanye Nebaphatsi beMhlangano**

- 4.1. Noma ngusiphi sikhungo lesililunga singahlongota kubitwa kwemhlangano ngekutsi sikhipe satiso lesibhaliwe kuto tonkhe tikhungo letivumelekile letingemalunga.
- 4.2. Lesatiso sitawusho injongo, lilanga lelihlolongotwako, kanye nendzawo (indzawo lengokokobo noma ngetintfo tebuchwephesha) yemhlangano.
- 4.3. Lilunga lelibita umhlangano kumele linikete i-ajenda lesikiselwe lokungenani kusesele emalanga langu-14 ngaphambi kwemhlangano.
- 4.4. Noma ngusiphi sikhungo lesililunga singaletsa letinye tindzaba kutsi kucociswane ngato kute tifikwe ku-ajenda, uma ngabe leto tetfulo tentiwe kungakapheli sikhatsi lesifanele ngaphambi kwemhlangano, noma uma ngabe temukelwe futsi tiffolilwe emhlanganweni linyenti lalabakhona kuwo.
- 4.5. Lilunga lelibite lomhlangano litawuvula futsi lengamele umtsetfosisekelo wawo lofanele.
- 4.6. Umhlangano utawutsatfwa njengalosungulwe kahle futsi utawucala uma onkhe emalunga lakhona avumelana ngekutsi:
  - 4.6.1. kucashelwa kwetikhungo letingemalunga letimelelwe; futsi
  - 4.6.2. kukhetsa kanye neligunya letiffunyuwa tabo.
- 4.7. Noma ngutiphi tindzaba letivela ngesikhatsi kubitwa lomhlangano, kufaka ekhatsi tindzaba tekuhleleka noma ticu tesiffunyuwa, titawulungiswa linyenti lelivamile letikhungo letivumelekile letingemalunga letikhona. Kepha lapho khona loludzaba luphatselene nesimo sebulunga noma kuvunywa kwesikhungo lesililunga lesimelelwe ngulesiffunyuwa lokukhulunywa ngaso, lolodzaba lutawulungiswa bantfu lababili kulabatsatfu betikhungo letivumelekile letingemalunga letikhona.
- 4.8. Ekucaleni kwemhlangano ngamunye, tiffunyuwa titawukhetsa ngelivoti lelinyenti Sihlalo kutsi ahole lowo mhlangano.
- 4.9. Sihlalo utawuba nemsebenti wekugcina kuhleleka, kulawula kushintjana nakukhulunywa, kanye nekuenta kutsi kube nekucocisana nekuvumelana ngekuhambisana naleMissetfo.

- 4.10. Mayelana nanoma nguyiphi indzaba lephatselene nekuhleleka kwemhlangano noma inchubo lengakaniketwa ngalokucacile kuleMitsetfo, Sihlalo utawusebentisa timiso letivamile tENCHUBO yemhlangano njengobe ngalokuvamile tingavunywa futsi tifaneleke kuletimo, ngekuya ngaso sonkhe sikhatsi ngentsandvo yemhlangano.
- 4.11. Lilunga lelibite lomhlangano litawubeka Mabhalane kutsi asite Sihlalo ngesikhatsi salomhlangano. Mabhalane utawuba nemsebenti wekusekela tindzaba tENCHUBO, kubhala phansi tinyatselo, kanye nekulungisa emaminithi alowo mhlangano.
- 4.12. Emaminithi emhlangano atawuvunywa linyenti letikhungo letivumelekile letingemalunga lebetikhona kulomhlangano.
- 4.13. Emahhovisi aSihlalo naMabhalane ayaphela ngesikhatsi sekuphotfulwa kwemaminithi emhlangano.

## **5. Kubitwa kwemihlangano**

- 5.1. Ngaphambi kwekupheta umhlangano ngamunye, titfunywa titawukheta lilunga lelihlela umhlangano noma likomidi lehlela umhlangano lenemsebenti wekukhipha satiso kanye nekubita umhlangano lolandzelako.
- 5.2. Loku akuvimbeli tikhungo letimbili noma ngetulu letivumelekile letingemalunga kutsi tibite umhlangano ngekuhlanganyela ngaphandle kwemfundvo levamile, lapho khona timo tivumela sinyatselo lesinjalo futsi satiso siniketwa ngalokufanele kuto tonkhe tikhungo letingemalunga.

## **6. Linani Lalabo Lokufanele Babe Khona Kuze Umhlangano Uchubeke Nekuhsanganyela Kuwo**

- 6.1. Linani lalabo lokufanele babe khona kuze umhlangano uchubeke lokungenani litawuba ngu-50% wetikhungo letivumelekile letingemalunga letimelelwe lokungenani sitfunywa sine esikhungweni ngasinye.
- 6.2. Nangabe linani lelikhona lingefiki kulelo lelilindzelekile, umhlangano ungahlehliswa futsi uphindze ubitwe ngesatso lesifanele.

## **7. Inchubo Yemhlangano**

- 7.1. Sihlalo utawucinisekisa kutsi lomhlangano uyachubeka ngekuhleleka, avikele lilungelo lekukhuluma, futsi acinisekise kutsi inchubo yawo ihamba ngendlela lelungile.
- 7.2. Titfunywa letibekwe ngendlela lefanele tetikhungo letingemalunga kuphela letingakhuluma futsi tihlanganyele etincociswaneni kulomhlangano
- 7.3. Lababukelako bangavunyelwa kutsi babe khona uma bamenyiwe noma bavunye ngumhlangano kodwa bangase bangavunyelwa kutsi bahlanganyele etincociswaneni ngaphandle nangabe bavunyelwe nguSihlalo kanye nasetimeni letitsite letivnywa simo semhlangano.
- 7.4. Lomhlangano utawuchubeka ngekuya kwe-ajenda lemukelwe titfunywa ekucaleni kweseshini.
- 7.5. Sihlalo utawubita intfo ngayinye ngekulandzelana kwayo futsi ameme titfunywa kutsi tikhulume ngekushintjana.

- 7.6. Titfunywa kumele tikhulume naSihlalo natikhuluma futsi tigweme kuphazamiseka nobe kuphikisana.
- 7.7. Sitfunywa singase sivete siphakamiso lesitsite, lokufanele Sihlalo asinakekele ngekushesha.
- 7.8. Tindzaba letingekho ku-ajenda tingaphakanyiswa ngekuvuma kwalabo labakulomhlangano.
- 7.9. Sihlalo angahle, noma nini, ngenshisekelo yekusombulula tindzaba noma kukhutsata kufuna kuvumelana etindzabeni letikhatsatako, ancome kusetjentiswa kwaletinye tindlela noma tinkhundla, kufaka ekhatsi kukhulumisana lokuhlekile, kulamula, noma kukhulumisana lokwentiwa kube lula. Noma ngukuphi kuphambuka lokunjalo enchubeni lejwayelekile kutawubekwa ngekuvunywa livoti lelinyenti letitfunywa letikhona.

## **8. Lizinga lekutsatsa tincumo**

- 8.1. Lomhlangano utawulwela kufinyelela etincumelweni ngekubonisana lokuvulekile, kuvisisana, kanye nekuvumelana emkhatsini wetikhungo letivumelekile letingemalunga.
- 8.2. Ngaphandle kwetindzaba tenchubo kanye netincumo letiphatselene nekutiphatsa nekuhleleka kwemhlangano wona ngekwawo, kute sikhungo lesililunga lesitawuboshwa sincumo lesingakavumelani naso.
- 8.3. Lapho kungeke kufinyelelwe ekuvumelaneni, lendzaba ingase:
  - 8.3.1. ihlehliselwe kutsi icatjangelwe kabanti noma ihlanganyelwe ngemave lamabili; nobe
  - 8.3.2. ibhekiselwe kulenye inchubo njengobe kuvunyelwene ngayo emhlanganweni ngekuya kwaleMitsetfo.
- 8.4. Mabhalane utawucinisekisa kutsi nobe ngutiphi tindzaba letingakacatululwa tibhalwa kahle kumaminithi emhlangano.

## **9. Tincabano letinkhulu**

- 9.1. Uma kwenteka kuba nekucabana lokukhulu noma kungavumelani lokutsintsa ngalokuphatsekako kuchubeka kwemhlangano noma lokutsintsa budlelwane emkhatsini wemimango noma tikhungo letingemalunga, Sihlalo noma umhlangano ungacondzisa emacembu kutsi afune sisombululo ngekutsi acocisane ngasese.
- 9.2. Laba labatsintsekako bangakhetsa, ngekuvumelana, umlamuleli noma umgugcuteli kutsi asite ekucatululeni lencabano, ngemigomo nemibandzela lababona ifanele.
- 9.3. Lomhlangano angeke ubeke sisombululo kunobe nguliphi licembu kulokucabana kepha ungasekela futsi ukhutsate kukhulumisana, kubuyisana, kanye naletinye tindlela tekusombulula ngekuthula kute kugcinwe inhlonipho kanye nekubambisana lokuchubekako.
- 9.4. Noma nguliphi licembu lelitsintsekako kuloko kucabana litawuba nelilungelo lekwentia tiphakamiso emhlanganweni, uma ngabe lokucabana kutsintsa ngalokuphatsekako kusebenta lokubanti noma bucofto bemhlangano.

## **10. Emakomidi Nemisebenti Legunyatiwe**

- 10.1. Lomhlangano ungabeka ngesikhatsi lesitsite emakomidi lakhetsekile kutsi ente imisebenti letsite levela etincumeni letitsetfwe kulomhlangano.
- 10.2. Lawo makomidi anganiketwa umsebenti wekutsi:
  - 10.2.1. Anikete umsebenti kunobe ngutiphi tincumo nobe timemetelo lokuvunyelwene ngato;
  - 10.2.2. Abhalele noma akhulumisane egameni lemalunga emhlangano nalabatsintsekako bangaphandle, tikhungo, noma tiphatsimandla;
  - 10.2.3. Chuba tifundvo, luphenyo, noma umsebenti wekulungiselela kusekela tinhloso temhlangano;
  - 10.2.4. Bika emhlanganweni ngenchubekela phambili, imiphumela, tincomo noma lokutfoliwe.
- 10.3. Emakomidi atawusebenta ngekhati kwemigomo yekusebenta kanye nebubanti lokuvunyelwene ngabo ngesikhatsi abekwa.

## **11. Kutiphatsa Nekuhlonipha**

- 11.1. Titfunywa titawuphatsana ngenhlonipho ngaso sonkhe sikhatsi.
- 11.2. Kute sitfunywa lesitawuphazamisa lesinye ngesikhatsi sikhuluma, ngaphandle nangabe kunesiphakamiso lesivetwako.
- 11.3. Kutiphatsa lokungakahleleki kungalungiswa nguSihlalo, kufaka ekhati secwayiso noma sicelo sekuhoca kulomhlangano.
- 11.4. Lomhlangano uhlose kugcina simo sekuhlonipha ngalokuhambisana nawo onkhe emasiko lamelelwe.

## **12. Emarekhodi Nekuchubeka**

- 12.1. Mabhalane utawulungisa lokubhaliwe lokutincumo lokuvunyelwene ngato bese usakatela emaminithi kuto tonkhe titfunywa kungakapheli emalanga langu-14.
- 12.2. Lomhlangano ungakhetsa, sikhatsi ngasinye, Lilunga noma Likomidi Letincwadzi Nemarekhodi, lelitawuba nemsebenti wekugcina nekuhlela lokuchubekako kwawo onkhe emaminithi, tincwadzi, timemetelo, imibiko, netitatimende lokuvunyelwene ngato kulomhlangano.
- 12.3. Lilunga Letincwadzi Nemarekhodi litawugcina yonkhe imibhalo lesemtsetfweni levela emihlanganweni, kufaka ekhati emaminithi, timemetelo, imibiko, kanye netincwadzi lokuvunyelwene ngato.
- 12.4. Tincumo lokuvunyelwene ngato titawutsatfwa njengaleta letigcinaumphumela lochubekako ngaphandle nangabe tiguculwe ngekuvumelana noma ngetizatfu letibonakalako naletifanele.
- 12.5. Umhlangano ngamunye utawuphatsa ngesifinyeto setincumo, kuphawulwe nobe ngutiphi tindzaba letihlehlisiwe kute kukhulunywe ngato esikhatsini lesitako.

### **13. Kuncamula Bulunga**

- 13.1. Noma ngusiphi sikhungo lesivumelekile lesililunga singakhona noma nini kuncamula bulunga baso ngekutitsandzela ngekutsi sinikete satiso lesibhaliwe Lilunga kuze kube Nalokubhaliwe kanye nalokukumaRekhodi.
- 13.2. Lokuncanyulwa kwebulunga kutawucala kusebenta ngemuva kwekutfola satiso, ngaphandle nangabe kucaciswe lilanga lekucala kusebenta.
- 13.3. Kulomhlangano kungase kuncunywe kutsi kuncanyulwe bulunga banoma ngusiphi sikhungo lesililunga loko kwentiwe ngelivoti letikhungo letimbili kuletintsatfu letingemalunga esikhungo lesisemtsetfweni lakhona.
- 13.4. Ngaphambi kwekutsi kwemukelwe noma ngusiphi sincumo lesinjalo, sikhungo lesililunga lesitsintsekile sitawuniketwa litfuba lelifanele lekutsi sente timemetelo letibhalwe phansi noma temlomo tekutsi kungani bulunga baso bungakafaneli kutsi buncanyulwe.
- 13.5. Tizatfu tekuyekeliswa kumele tiphatseane nekutiphatsa nobe timo leticedza bucotfo, injongo, nobe kusebenta kahle kwemhlangano.

### **14. Tindleko kanye Nemali Lesetjentsiwe**

- 14.1. Lomhlangano angeke ubeke noma ugunyate noma ngutiphi tindleko, tibopho, noma kusetjentsiwa kwetimali egameni lanoma ngusiphi sikhungo lesililunga ngaphandle nangabe kuvunyelwene ngako ngalokucacile ngekubhala phansi lilunga/emalunga latsintsekile.

### **15. Tichibelo kuleMitsetfo**

- 15.1. LeMitsetfo ingachitjelwa bantfu lababili kulabatsatfu bato tonkhe tikhungo letivumelekile letingemalunga letimelelwe emhlanganweni lobitwe ngendlela lefanele.
- 15.2. Noma ngusiphi siphakamiso sekuchibela leMitsetfo kufanele sisakatwe kuto tonkhe tikhungo letingemalunga lokungenani kusesele emalanga langu-14 ngaphambi kwemhlangano.

### **16. Kutibophelela lokuvamile**

- 16.1. LeMitsetfo ikhombisa kutibophelela lokuhlangene kwetikhungo letingemalunga ekuhlalisaneni ngekuthula, kubambisana, kuvumelana nekuhloniphana, kanye nekubonisana ngekuthula. Bonkhe labahlanganyela kulomhlangano bayatibophelela kutsi batawusekela letimiso ngekwetsembeka.