

**AMAZINGA AMUKELEKAKO MAYELANA NEMISEBENZI
EYENZELWA ABONGAZIMBI BOBULELESI**

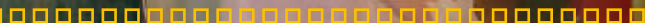


YOKUFEZAKALISWA

KWETJHATHA YEMISEBENZI

YABONGAZIMBI BOBULELESI

eSEWULA AFRIKA



NDEBELE



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Department:
Justice and Constitutional Development
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UMNOOPHO WAMAZINGA AMUKELEKAKO v

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UMNQOPHO WAMAZINGA AMUKELEKAKO

AmaZinga Amukelekako amayelana nemiSebenzi eyenzelwa aboNgazimbi bobuLelesi (“okumaZinga Amukelekako”) mtlolo onikela ngelwazi, owathuthukiswa khona kuzakuhlathululwa ngokuzeleko amalungelo wakho njengombana atholakala eTjhatheni yemiSebenzi eyenzelwa aboNgazimbi boBulelesi eSewula Afrika (eyaziwa nge“Tjhatha”) kunye nokwenza amalungelo la asebenze. ITjhatha yaboNgazimbi, kunye namaZinga Amukelekako, kuhloswe bona ikunikele ngelwazi mayelana nelwazi eliphathelene nokuzibophelela komBuso ekukhuphuleni ukulethwa kwemisebenzi kibongazimbi bobulelesi. AmaZinga Amukelekako ahlose ukuhlathulula amaZinga Amukelekako mayelana nemisebenzi enikelwa abongazimbi bobulelesi. AmaZinga Amukelekako awabeki kuphela amalungelo asisekelo nemithethokambiso, kodwana anikela nangelwazi elinabileko ukuhlathulula amalungelo atholakala eTjhatheni, ngokubeka amaZinga Amukelekako ozawalindela kwabanikela ngemisebenzi. AmaZinga Amukelekako azakurhelebha bona ufune ukuziphendulela kiwo wo ke umuntu othinteka erherhweni lobulungiswa bobulelesi ukuqiniseksia bona uthola irhelebho elifaneleko nemisebenzi.


ISINGENISO

Lokha nawubika ubulelesi begodu unikela ubufakazi ekhotho, udlala indima eqakathekileko ekwenzeni bona irherho lobulungiswa bobulelesi linikele ngependulo eendingweni zomphakathi kunye nokuqinisekisa ukuziphendulela kwesaphulimthetho. Ngakelinye ihlangothi, irherho lobulungiswa bobulelesi kufanele likutjheje khonokho begodu nangesihle, likuphathe ngehlonipho godu lihloniphe isithunzi sakho nelungelo lakho lokuziphilela ipilo yakho yangeqadi begodu lihlangabezane neendingo zakho. AmaZinga Amukelekako mzamo

wokuqinisekisa bona lokhu kuyenzeka, ngokukunikela amandla ngelwazi elifaneleko ukukgthonakalisa bona usebenzise amalungelo wakho.

AmaZinga Amukelekako ahlukaniwe ngeengcenyane ezine. Ingcenyane yoku-1 ngokufitjhani inikela ngelwazi elisendlalelo ngamalungelo wakho begodu ibeka bona ngubani ongafikelela amalungelo la. Ingcenyane yesi-2 kafitjhani ihlathulula iinkambiso erherhweni lobulungiswa bobulelesi nokuthi khuyini okuzokwenzeka nawuba ngungazimbi wobulelesi kunye nalokha nawubika ubulelelesi emapholiseni. Ingcenyane yesi-3 iphethe amaZinga Amukelekako mayelana nemisebenzi ongayilindela kubadlalindima abahlukeneko erherhweni lobulungiswa bobulelesi, ngokuqala elinye nelinye ilungelo elihlathululwe eTjhatheni yaboNgazimbi. Lokhu kuyingcenyane eqakatheke khulu yamaZinga Amukelekako, njengombana kuhloswe ngawo ukwenza amalungelo atolwe ngaphakathi kweTjhatha khona uzakwazi ukuwasebenzisa. Kusesigabenesi lapho uzakubona bona isibalo semithethokambiso yobuLungiswa bokuBuyisela ubuNtu itholakala emleyweni womthetho ohlathululwe eTjhatheni yaboNgazimbi nemaZingeni Amukelekako. Ingcenyane yesi-4 ibeka ikambiso yeenghonyoyilo. Nanyana abadlalindima abangaphakathi kwerherho lobulungiswa bobulelesi bahlose ukuqinisekisa bona imiphumela engasi mihle yobulelesi ayenziwa ibe mimbi khulu ngokwenzeka muva, begodu bahlose ukukuphatha kuhle nangesihle bebakunikele ngemisebenzi emihle, izinto kwesinye isikhathi ziyatjhapha. Kwesinye isikhathi ungabona bona imisebenzi oyitholileko beyingahlangabezani namazinga obewuwalindele. Isigabesi sihlathulula bonyana usenza bunjani isinghonyoyilo begodu siphethe irhemo lama-adresi aneenomboro eziqakathekileko.

AmaZinga Amukelekako ahlose ukwenza ukulethwa kwemisebenzi ebonakalako kube lula njengombana kubeka amaZinga Amukelekako okuzakulinganiswa ngawo ukulethwa komsebenzi. Iinkhungo ezifaneleko, abasebenzeli



neminyango izakwelusa ukuhlonitjiswa kwamalungelo namazinga wemisebenzi abekwe ngaphakathi kwamaZinga Amukelekako begodu njengehlangothi lokwelusa kwazo, abasebenzeli laba bangathintana nawe. Eminye imiphumela yalokhu kwelusa nekambiso yokubonisana ingavezwa.

Nayikuthi khewaba ngungazimbi wobulelesi, ungalindela bona abadlalindima erherhweni lobulungiswa bobulelesi baqinisekisa amalungelo wakho njengombana abekwe eTjhatheni yaboNgazimbi, ayafezakaliswa nokobana amaZinga Amukelekako wemisebenzi ebekwe emtlotweni ayafezakaliswa.

Ukuphumelelisa iminqopho yalomtlo, nokukhambisana nehlatshululo avezwe eKambisweni esiSekelo kezomThethobulungiswa kiboNgazimbi bobuLelesi nokuPhalisela amaNdla yiHlangano yeenTjhaba eziBumbeneko ngo-1985 (GA/Res/40/30), eyatlikitwa yiSewula Afrika, ungazimbi wobulelesi uhlathululwa njengomuntu olimeleko, okufaka hlangana ukulimala emzimbeni namkha ngokwengqondo; ukulimala emoyeni; ukulahlekelwa ngakwezomnotho; namkha ukwephulwa khulu kwamalungelo wakhe asisekelo ngezenzo namkha ngokutjhiya ngaphandle okuphula umthetho wethu wezobulelesi. Igama elithi 'ngazimbi' godu lifaka, lapho kukghonekako umndeni oseduze namkha abathembele kungazimbi ukufumana ukuthogonyelwa. Umuntu angathathwa ngongazimbi ngaphandle kokuqalwa bonyana ingabe isephulimthetho siyatholwa, siyaziwa, siyabotjhwa, siyatjhutjhiswa namkha sifunyanwa simlandu, begodu nangaphandle kokuqala itjhebiswano lomndeni phakathi kwesaphulimthetho nongazimbi.

Iinjamiliso ezitholakala kumaZinga Amukelekako zisebenza kibo boke abongazimbi ngaphandle kokubandlulula ngokuya komhlobo, ubulili, ukubasidisi, ubujamo bezomtjhado, umlando wobutjhaba, namkha umlando wezokuhlalisana, umbala, ukuzithandela ngokobulili, ukukhubazeka, ikolo, unembeza, ikolelo, isiko, ilimi nokubeletha njengombana kubekwe esiGaben 9 somThethosisekelo weRiphabhligi yeSewula Afrika (umThetho wenomboro 108 ka-1996).

Ngesikhathi sakho sokuthintana nerherho lobulungiswa bobulelesi amalungelo alandelako, njengombana abekwe eTjhatheni yaboNgazimbi nokukhambisana nomThethosisekelo kunye nomthetho okhambelanako, azakuhlonitjhwa:

- Ilungelo lokuphathwa kuhle nokuhlonitjhwa kwesithunzi sakho nokuziphilela ipilo yakho yangeqadi
- Ilungelo lokunikela ngelwazi
- Ilungelo lokuthola ilwazi
- Ilungelo lokuvikelwa
- Ilungelo lokurhelejwa
- Ilungelo lokuliliswa
- Ilungelo lokubuyiselwa ipahla

Kuzakwenzekani?

Nayikuthi omunye umuntu wenze ubulelesi:

- 1 Nayikuthi kwenziwe ubulelesi, ukububika emiSebenzini yesiPholisa seSewula Afrika kuzakuthoma ukukhambisa irherho lobulungiswa bobulelesi. UmSebenzi wesiPholisa seSewula Afrika unomthwalo wokuphenya ubulelesi kunye nokubopha izaphulimthetho. Nasele kukhona othweswa umlandu, amapholisa azakuvula idokhethi abe aphenye ukwethwesa umlandu. Nayikuthi amapholisa awanasiqiniseko bonyana ubutjhutjhisi kufanele bulandele, ukwethweswa umlandu kuzakwenziwa msinyana. Kodwana amapholisa azakuragela phambili nokuphenya umlandu onjalo begodu azakuletha idokhethi yamapholisa kumtjhutjhisi womphakathi okunguye ozakuthatha isiqupto.
- 2 Ukusuka ngesikhathi kwenziwa bekubikwa ubulelesi, kuqakathekile bona boke ubufakazi obukhona bubthelelwe begodu buvikelwe ngendlela ezakurhelebha ukuphenywa komlandu kunye nokulalelwa komlandu. Ukulimala namkha umonakalo otholwa nguwe uzakusekela ubufakazi bakho emlandwini othweswe isaphulimthetho. Ihlahlubo yezokwelapha kufanele izaliswe beyilethwe, nakukghonekako.
- 3 Nasele omunye abekwe umlandu, umlandu udluliselwa ekhotho lapho umtjhutjhisi athoma ukutjhutjhisa umlandu.

Lokha umlandu usiwa kumtjhutjhisi:

- 4 Umtjhutjhisi uzakuqala amaqiniso womlandu omunye nomunye ngokuthlogomela. Umtjhutjhisi angenza enye yezinto ezintathu:

- Angaqunta bona kunobufakazi obaneleko bokutjhutjhisa nokuragela phambili nokutjhutjhisa.
- Angaqunta bona kufuneka ilwazi elinengi ukuthatha isiqu nto esilungileko begodu ngalokho angalayela isiphathiswa esiphenyako ukuphenyisisa umlandu khudlwana.
- Ngamabanga ahlukeneko, afaka iinrhuluphelo zomphakathi, angaqunta ukuwusula umlandu.

Umtjhutjhisi uzakutjheja iinrhuluphelo zakho lokha nakenza esinye nesinye isiqu nto begodu uzakuqunta ukutjhugulula umlandu, kuye ngamaqiniso akhambelanako womlandu.

- 5 Ungalindela ikambiso eburhaba nesebenza kuhle khulu ezakuqinisekisa bona umlandu ulethwa ngaphambi kwekhotho msinyana ngokukghonekako.
- 6 Ungalindela bona umtjhutjhisi abawe loke ilwazi eenkambisweni esiphathisweni esiphenyako begodu sizakuletha lokhu ngaphambi kwekhotho, ukuqinisekisa bona isiqu nto sokunikela namkha sokwalela ibheyili othweswe umlandu senziwa ngokucabangela iinrhuluphelo nokuvikelaka kwakho.
- 7 Ngaphambi kokwamukela ukuvunywa komlandu, umtjhutjhisi uzakutjheja iinrhuluphelo zakho kunye nezomndenakho.

Nayikuthi ubizwa njengofakazi wombuso:

- 8 Amapholisa azakwazisa nakufuneka bona uvele ekhotho njengofakazi. Imilandu eminengi itjhejwa emakhotho wabomarhastrada kuthi leyo emimbi khulu isiwa ekhotho yesifunda namkha kilawo aphakamileko.

- 9 Ukusa umlandu ekhotho khona uzakulalelwa kungaba yinto ehlangahlangeneko, khulu khulu nayikuthi kunesibalo sabantu abathintekako. Labo abaqalene nomlandu bazakwenza koke okusemandleni wabo ukuqinisekisa bonyana ulethwa ekhotho ngokurhaba okukghonekako.
- 10 Isiphathiswa esiphenyako, umtjhutjhisi womphakathi omkhulu namkha umjameli we-Ofisi loMnqophisi wokuTjhutjhiswa komPhakathi uzakuqinisekisa bona, ngemva kokuhlola kwamambala godu nalapho ezinye iimfuno kuhlangebezwana nazo, ufakwe ngaphasi kwehlelo lokuvikelwa kwabofakazi nayikuthi usengozini namkha uyathuselwa.

Nayikuthi kufanele ube ngufakazi ekhotho:

- 11 Ukunikela ngobufakazi ekhotho kungakubeka ngaphasi kwegandelelo. Labo abathintekako – amapholisa, umtjhutjhisi nabasebenzi bekhotho – bazakusekela, bakulungiselele bebakunikele loke ilwazi ngokukghonekako mayelana nokungenzeka.
- 12 Uzakunikelwa isibizela-khotho esikwazisa bona uze nini kunye nalapho ukulalelwa komlandu kuzakwenzeka khona. Iphetjhana elihlathulula okuzakwenzeka ekhotho, lizakuphekelela isibizela-khotho kobunye ubujamo. Nayikuthi uya ekhotho kamarhastrada begodu uneminye imibuzo ngeenkghonakalisi zekhotho, kufanele uthintane nesiphathiswa esiphenya umlandu namkha, lapho nakakhona, umrhelelbi kangazimbi nesiphathiswa sokulungisa, esizakulayela emuntwini ofaneleko ozakuthintanisa nekhotho.
- 13 Lokha nawufika ekhotho, ungathola amatshwayo acacileko azakurhelebha bona uthole indlela yakho. Nayikuthi awekho amatshwayo acacileko begodu awazi bona ikhotho ikuphi, ungabuza eDeskini leRhelelbo/

lokwaZisa/lokuYelisa ukuthola bona kukuyiphi ikhotho lapho kuzakulalelwa khona ubufakazi namkha uzwe ngeenkghonakalisi zekhotho. Godu ungaya kubasebenzi bezokutjhutjhisa, abangakghona ukuphendula imibuzo ongaba nayo ngeenkambiso. Umtjhutjhisi onikelwe umlandu wakho uzakukghona ukukutjela bona pheze kuzakuthatha isikhathi esingangani ngaphambi kobana unikele ubufakazi.

- 14 Umtjhutjhisi uzakwenza koke okukghonekako bonyana uyabizwa bona unikele ngobufakazi ngokurhaba okukghonekako. Umtjhutjhisi onikelwe umlandu wakho, lapho kukghonekako, uzakubonisana nawe ngaphambi kobana unikele ubufakazi. Kodwana, kwesinye isikhathi kunokuriyada. Kufanele uqinisekise bonyana ufika ekhotho ngesikhathi. Kufanele wazise umtjhutjhisi nayikuthi uzokufika ngemva kwesikhathi namkha angeze ukghone ukuza ekhotho ngelanga elibekiweko.

Ekusegweni komlandu:

- 15 Nayikuthi kufanele unikele ubufakazi, kobunye ubujamo, bawa umngani namkha umsekeli akuphekelele ekhotho. Ngemva kobana unikele ubufakazi uzakutjelwa bonyana ungakhamba na. Ungeza kiwo wo ke amalanga wokulalelwa komlandu nayikuthi ufisa njalo.
- 16 Umthetho uvumela iinjamiliso ezilandelako lokha nawunikela ubufakazi:
- ngaphasi kobujamo obuthileko unganikela ubufakazi ngokusebenzisa irherho *le-closed-circuit television* (lokhu kutjho bona awusi sekhotho lapho kunommangalelwa, kodwana ungakenye indlu).
 - Godu, nawungaphasi kweminyaka eli-18 begodu nayikuthi isiphathiswa esingameleko (okutjho umarhastrada namkha ijaji) sibona bonyana ukunikela ubufakazi kungabanga bona ube ngaphasi kwegandelelo elingakafaneli

lezengqondo namkha ugule, unikelwe irhelebho elingenelelako lokha nawunikela ngobufakazi ngendlela *ye-closed-circuit television*.

- Nayikuthi kufanele unikele ubufakazi iinkambiso, ngaphasi kobujamo obuthileko, zingenziwa emsitheleni.

17 Ubufakazi bezinga eliphezulu buyatlhokeka ngaphambi kobana umuntu afunyanwe anomlandu. Ubutjhutjhisi kufanele butjengise ukuba mlandu kommangalelwa ngaphandle kokungabaza okukhulu. Lokhu kungatjho bona umuntu okholelwa bona unomlandu, ufunyanwa anganamlandu. Lokhu akusi sigwebo esisekelwe phezu kwakho, kodwana sisekelwe ekuqineni kobufakazi bobutjhutjhisi buboke.

18 Umtjhutjhisi uzakubiza ufakazi karhulumende ukusekela umlandu obekwe ummangalelwa ebujameni obufaneleko. Umrhumutjhi uzakutholakala lokha nakuthogekako. Ummangalelwa uzakunikelwa ithuba lokukubuza imibuzo, anikele ubufakazi nokubiza abofakazi. Ngemva kobana ikhotho ilalele boke ubufakazi obulethwe ngaphambili nebesiqhema sommangalelwa, abathintekako bazakuvunyelwa ukukhuluma ngaphambi kokukhutjiswa kwesigwebo.

Ngemva kokugwetjwa:

19 Nayikuthi ummangalelwa ufunyanwa amlandu, ubutjhutjhisi nesiqhema sommangalelwa bangendlala ubufakazi bebakhulume nekhotho ngesigwebo esizakukhutjiswa. Lokhu kwenziwa ngokuphikisana mayelana nokubawa isigwebo esikhulu namkha esincani. Nayikuthi ukubawa isigwebo esincani kwenziwa ngelwazi elingasi liqiniso, ilwazeli kufanele litjelwe ikhotho. Esikhathini sokukhutjiswa kwesigwebo ungabawa ukulungiswa kobujamo bakho namkha ukuliliswa. Nayikuthi ikhotho ikunikela ngokulilisa,

akuthathwa njengomunye umhlobo wokujezisa. Ikhotho ingabekela ngeqadi isigwebo ebujameni obuthileko, okufaka hlangana ubujamo lapho kufanele ummangalelwa akulilise. Umtjhutjhisi angaletha umbiko wokuhlolwa kwakangazimbi namkha andlale ubufakazi ukusekela isigwebo esifaneleko lapho kufanele begodu kukhambisanako.

- 20 Ngaphambi kokukhutjiswa kwesigwebo isiphathiswa esengameleko, umtjhutjhisi namkha isiqhema sommangalelwa singabawa isiphathiswa eselusa iimbotjhwa ezisebenza emphakathini namkha omunye usolwazi ukulungisa umbiko ngawe namkha ngommangalelwa. Umbiko ungafaka umbiko ngomphumela ubulelesi obunawo phezu kwakho. Ilwazi lingathathwa embikweni owenziwe emapholiseni, namkha isiphathiswa esigada iimbotjhwa emphakathini singakhulumisana nawe namkha sikubize bona uzokunikela ngobufakazi ngesikhathi sokukhutjiswa kwesigwebo.
- 21 Nawukholwa bona indlela yokugweba inomusa khulu, ungakhulumisana ngalokhu nomTjhutjhisi oPhezulu namkha umTjhutjhisi omKhulu, ongaqunta ukuletha itjhejo loMnqophisi ofaneleko wokuTjhutjhiswa komPhakathi. UMnqophisi wokuTjhutjhiswa komPhakathi angadlulisela phambili isigwebo ekhotho yokudlulisela iingwebo. Ukudlulisela phambili isigwebo kufanele kutlolwe phasi kungakapheli isikhathi esithileko.
- 22 Ummangalelwa angadlulisela phambili isigwebo sokutholwa amlandu kunye nesigwebo esithethwe yikhotho. Nayikuthi ukudlulisela phambili kuyenziwa, ungabawa umtjhutjhisi emlandwini wokuthoma, namkha igqwetha lombuso lemajjini eliqalene nokudlulisela phambili bona lihlale lisazi ngokuraga komlandu, isibonelo, ilanga lokulalelwa kokudlulisela phambili isiqunto, ngelanga lokulalelwa kokudluliswa, nanyana ummangalelwa anikele ibheyili kunye nomphumela wokudlulisela phambili lokho.

23 Nayikuthi kunokutshwenyeka ngokuphepha kwakho namkha kwakafakazi wombuso, amapholisa, umtjhutjhisi namkha umjameli obuya eYunithini yokuVikelwa kwaboFakazi bazakwazi ukukunikela isiyeliso ngokufanele kwenziwe khona uzakuvikelwa. Bazakurhelebha lapho kukghonekako.

Lokha nakufezakaliswa isigwebo:

24 UmNyango wemiSebenzi yokuLungiswa kokuziPhatha uzakuqinisekisa bona iingwebo zokudosa ejele zikhanjiswa ngokuya komthetho. Lokha ukutjhatjhululwa kommangalelwa nakucatjangwako, umNyango wemiSebenzi yokuLungiswa kokuziPhatha uzakutjheja ukweluswa kommangalelwa okhutjhwe ngokulitjalelwa.

25 Ungabawa ukubakhona ekulalelweni kokweluswa kokuLungisa ukuziPhatha nokweBhodo yokuLibalela. Nawufisa ukubakhona, uzakwaziswa ngelanga lokulalelwa begodu iBhodo izakutjheja ukutshwenyeka kwakho lokha nayicabanga ukutjhaphulula ummangalelwa ngokumlibalela.

26 Komunye nomunye umlandu ummangalelwa akhutjhwa khona ngokulitjalelwa, iBhodi yokuLibalela izakubeka iimfuno mayelana nokukhutjhwa kommangalelwa nakubonwa bonyana kuzakuba serhuluphelweni yakho.

27 Nayikuthi, ngemva kokukhutjhwa ngokulitjalelwa, ummangalelwa uziphatha ngendlela ebonakala ungathi angaba yingozi emphakathini, namkha wephula iimfuno ezikhambisana nokukhutjhwa kwakhe, ummangalelwa angabanjwa abuyiselwe ejele ayokuqedelela isigwebo sakhe esisaseleko.

Nayikuthi ufuna irhelebho:

- 28 Iminyango yombuso embalwa izakunikela ngerhelebho. Amapholisa azakurhelebha ngokungenelela eengozini ezenzeka lapho ukhona; ekudluliseleni phambili khona kuzakufunyanwa irhelebho lezokwelapha namkha lezengqondo; ekuhlathululeni iinkambiso zamapholisa; ekunikeleni ngelwazi mayelana namalungelo wakho; ekukudluliseleni eenhlanganweni okungasi ngezombuso nezisemphakathini (ama-NGO nama-CBO) namkha emisebenzini etholakala emphakathini yokusekela abongazimbi; ekuqinisekiseni ukuphepha kwakho endaweni lapho kwenzeke ubulelesi; ekubulungweni kobufakazi; kunye nekukuyeleliseni ngokukhandela ubulelesi.
- 29 Nayikuthi kunenye ingozi ngemva kokukhutjiswa kwesigwebo, wena, isiphathiswa esiphenyako, namkha umtjhutjhis, kufanele khonokho nithintane ne-ofisi leYunithi yokuVikelwa kwaboFakazi.
- 30 UmNyango wezeHlalakuhle kunye nabanye abanikela ngemisebenzi yezehlalakuhle, nabakhona, bazakunikela ngemisebenzi yesekelo ngokwemizwa nesekele elibonakalako, okungafaka amahlelo wokulungiselela ukuvela ekhotho.
- 31 Abasebenzi betlhogomelo lezamaphilo bazakuqinisekisa bona amalungelo wakho, njengombana atholakala eTjhatheni yamaLungelo weenGuli ayahlonitjiswa.
- 32 UmNyango wezeFundo uzakuqinisekisa bona amahlelo wokungenelela afana nerhelebho lezengqondo, iinkambiso zokudlulisela phambili newokusekela, akhona ukusetjenziswa bongazimbi abaserherhweni lefundo.

1 ILUNGELO LOKUPHATHWA KUHLE NOKUHLONITJHWA KWESITHUNZI SAKHO NOKUZIPHILELA IPILO YAKHO YANGEQADI

1.1 Ungalindela bona boke abadlalindima abangaphakathi kwerherho lobulungiswa bobulelesi bazakuphatha kuhle, ngokuhlonipha isithunzi sakho nelungelo lakho lokuziphilela ipilo yakho yangeqadi, begodu nangokukuzwela.

Nayikuthi ubulelesi bubikiwe emapholiseni, ungalindela bona –

1.2 ubulelesi buzakuphenywa;

1.3 nayikuthi ubike ubulelesi ngokuthintana namapholisa, bazakutjheja umbiko wakho ngokurhaba okukghonekako;

1.4 amagadango kufanele athathwe ukwehlisa koke ukuthikamezeka okwenzeka kuwe;

1.5 isiphathiswa samapholisa kufanele sithathe isitatimende sakho besizalise amaforomo afaneleko ukutlolisa ubulelesi;

1.6 uzakudluliselwa lapho uzakufumana irhelebho lezokwelapha namkha lezengqondo nakuthogekako;

1.7 nayikuthi ungungazimbi wobulelesi benturhu yomseme, uzakubuzwa imibuzo ngeqadi lilunga lamapholisa;

1.8 uzakubuzwa imibuzo ngelimi olizwisisako, begodu nayikuthi umuntu okhuluma nawe akalazi ilimi olikhulumako, bawa bakulethele umrhumutjhi; begodu

1.9 ungabawa bona ukhulunyiswe lilunga lesipholisa lobulili obufana nebakho begodu nakukghonekako isibawo singavunywa.

**Nayikuthi umlandu usiwa ekhotho ungalindela bona:
Isiphathiswa esingameleko -**

1.10 siqinisekise bona iinkambiso zokulalelwa komlandu zibanjwa ngendlela engaphuli ilungelo lakho lokuphathwa kuhle nokuhlonijthwa kwelungelo lakho lokuziphilela ipilo yakho yangeqadi.

umtjhutjhisi –

1.11 uzakuthatha amagadango, khulu khulu ebujameni bobulelesi bomseme, nenturhu yangekhaya, ukuqinisekisa bona lapho kukghoneka khona, umlandu uphathwa mtjhutjhisi munye bewuphele;

1.12 uzakubizwa bona unikele ubufakazi ngokurhaba okukghonekako, begodu nakunokuriyada, umtjhutjhisi ophethe umlandu wakho uzakwazisa bona kungebangelani kunokuriyada nokobana uzakulinda isikhathi eside kangangani;

1.13 uzakunikela ithuba lokuzikhumbuza, ufunde isitatimende sakho begodu nakutlhogekako uzakubonisana nawe, begodu

1.14 ilunga labasebenzi bekhotho lizakwazisa bona kufanele ubhadelwe imali yokukhwela kunye nezinye iindleko ngesikhathi ugidlha ekhotho unikela ubufakazi, begodu lizakunikela ilwazi ngeendleko libe likurhelebhe ngokwenza isibawo sokuzifumana.

Abasebenzi bekhotho –

- 1.15 bazakwenza koke okusemandleni ukukuvikela ekutlhorisweni namkha ekuphathweni kumbi ngokwengqondo ngilokho okwenzeka ekhotho;
- 1.16 bazakuletha kuwe abasebenzi nabazinikelako, nabakhona, ababandulileko ababuya emiSebenzini yokuSekela aboNgazimbi ukurhelebha wena nomndenakho ekhotho ngaphambi, ngesikhathi nangemva kokulalelwa komlandu;
- 1.17 ngokuya kwesibawo begodu nakukghonekako, bazakuvumela bona ubone indlu yekhotho ngaphambi kokuthoma komlandu ukuzijayeza iinkghonakalisi zekhotho, khona uzakwazi okufanele ukulindele lokha nawunikela ubufakazi;
- 1.18 bazakuvumela umuntu okusekelako (isihlobo namkha umngani) akuphekelele ekhotho begodu
- 1.19 bazakuvumela, nawubawako begodu nayikuthi iinkghonakalisi ziyatholakala, ukulinda ngokwehlukana nommangalelwa namkha abofakazi bakhe abasemlandwini.

Ebanikelini bemisebenzi yezehlalakhule nabasebenza ngokuzinikela ungalindela –

- 1.20 nayikuthi kukhulunyiswana nawe, kuzakukhulunyiswana nawe ngemsitheleni, ikulumiswano leyo izakuthathwa njengento eyifihlo begodu kuzakukhulunyiswana nawe ngelimi olizwisisako;
- 1.21 ukungatjhiywa uwedwa ukuqalana nomlandu uwedwa. Nayikuthi awukabi ukuwubika umlandu emapholiseni, umnikeli wemisebenzi yezehlalakhule uzakurhelebha ukuwubika; begodu

1.22 nayikuthi ube ngungazimbi wobulelesi bezomseme, amapholisa angatlhoga izembatho zakho ezizakuba bufakazi, lapho ungabawa khona umnikeli wemisebenzi yezehlalakhule bona akurhelebhe ukufumana ezinye izembatho.

Ebasebenzini betlhogomelo lezamaphilo ungalindela bona –

1.23 ukuhlola okuzeleko kuzakwenziwa ebujameni bakho ngokommoya nezengqondo;

1.24 kuzaboniswa nawe ngobujamo ebukhuphula ukugcinwa kwefihlo, ukuziphilela ipilo yangeqadi nesithunzi nokubonisana kuzakwenziwa ngelimi olizwisisako;

1.25 bazakubawa bona uvumele ukuhlololwa zamaphilo namkha ukwelatjhwa, kodwana uzakwaziswa kobana ungala elinye nelinye itjhejo namkha isekelo lezengqondo, lapho imiphumela yegadangwelo uzakuhlathululelwa yona;

1.26 ebujameni bobulelesi bezomseme, nawubawako begodu kukghonakala, umsebenzi wezamaphilo wobulili obufana nebakho uzakwenza ukuhlololwa zamaphilo namkha ukwelapha;

1.27 bazakuqinisekisa bona loke ilwazi lezamaphilo liyafakwa emarekhodini womlandu wakho;

1.28 uzakwelatjhwa ngokurhaba okukghonekako begodu nangokukhambisana namalungelo wakho njengombana atholakala eTjhatheni yamaLungelo weenGuli.

Eemphathisweni zemiSebenzi yokuLungiswa kokuziPhatha ungalindela bona –

- 1.29 nawubawa ukubakhona ekulalelweni kokulibalela, uSihlalo wokweLuswa kokuziPhatha neBhodo yokuLibalela, ngaphambi kokulalelwa, uzakwazisa, ngelimi olizwisisako, iinkambiso ngesikhathi sokulalelwa begodu nokuthi kulindelweni kuwe;
- 1.30 nayikuthi ubakhona ekulalelweni kweBhodo yokuLibalela begodu kufanele kube nokutjhoko, ungabawa omunye nomunye umuntu ozikhethela yena akuphekelele ekulalelweni, khona azakusekela;
- 1.31 nayikuthi ubakhona ekulalelweni kweBhodo yokuLibalela wo ke umzamo uzakwenziwa ukukuvikela ekutlhorisweni namkha ekukuphathweni kumbi ngokwengqondo godu ngesikhathi sokulalelwa.

2. ILUNGELO LOKUNIKELA NGELWAZI

Ngesikhathi sokuphenywa komlandu ungalindela bona –

- 2.1
 - a. isiphathiswa samapholisa sizakuthatha isitatimende kuwe besikubawe bona ufunde okungaphakathi kwaso ngokusitlikitla;
 - b. nawungakwaziko ukufunda, kufanele wazise isiphathiswa samapholisa, lapho isiphathiswa samapholisa sizakufundela isitatimende besibawe bona usiqinisekise ngokusitlikitla namkha ngokugadangisa uthubhakghuru wakho phezu kwaso;
 - c. nayikuthi umrhumutjhi ukhona begodu ufisa bona isitatimende sakho sifundwe ngelimi olizwisisako ngaphambi kobana usiqinisekise ngokusitlikitla namkha ngokugadangisa uthubhakghuru, umrhumutjhi angasetjenziswa kilomnqopho.

- 2.2 Nawubona bona isitatimende sakho asikapheleli namkha asisiliqiniso, uzakuvunyelwa ukusingezelela namkha ukutjhugulula isitatimende sokuthoma namkha ukwenza esinye isitatimende;
- 2.3 Uzakunikelwa ithuba lokuhlathulula esitatimendeni sakho bona ubulelesi bukuthinte kangangani begodu lapho kufaneleko iinrhuluphelo zakho zizakutjhejwa;
- 2.4 Uzakwaziswa bonyana ungabawa ikhophi yestatimende sakho;
- 2.5 Amapholisa azakubawa imininingwana yokulahlekelwa kwakho, ukumotjhakalelwa namkha ukulimala begodu lokhu kuzakurekhodwa;
- 2.6 Kuzakufuneka bona uhlale wazisa isiphathiswa esiphenyako nge-adresi yakho, imininingwana yokuthintana nalapho ungaba khona bekuphele iphenyo nokukhamba ikhotho; begodu
- 2.7 Bazakubawa bona wazise isiphathiswa esiphenyako nayikuthi ummangalelwa ucabhela namkha ulinga ukucabhela ukuphenywa komlandu, nayikuthi angeze eze ekulalelweni komlandu namkha nakakuthuselako.

Nayikuthi umlandu usiwa ekhotho ungalindela bona:

Umtjhutjhisi –

- 2.8 hlanguka nokhunya, uzakutjheja iinrhuluphelo zakho lokha nakaqalako bonyana atjhutjhise namkha angatjhutjhisi;
- 2.9 uzakubawa bona uveze loke ilwazi elikhambelana nesiqunto mayelana nokutjhatjhululwa kummangalelwa ngebheyili, isibonelo, lapho

ummangalelwa acabhelana nobufakazi namkha nabofakazi, namkha ummangalelwa uyakuthusela namkha uyakufungela namkha ufungela umndenakho, namkha ummangalelwa angeze avela ekhotho; begodu nakufaneleko umtjhutjhisi uzakubiza bona uzokunikela ubufakazi kilokhu ekulalelweni kwebheyili;

- 2.10 uzakunikela ithuba lokukhumbuza umkhumbulo wakho ngokubonisana namkha ngokukuvumela bona ufunde isitatimende sakho ngaphambi kokunikela ubufakazi;
- 2.11 uzakubonisana nawe ngaphambi kokwamukela ukuvuma umlandu okuncani kunye nokukubawa bona uhlathulule bonyana ubulelesi bukuthinte njani namkha umndenakho. Ekubonisaneni nawe uzakuba nethuba lokuveza imininingwana yokulahlekelwa namkha yokulimala okukwehlakaleleko ngebanga lobulelesi. Umtjhutjhisi uzakutjheja ubujamobu ngaphambi kokuthatha isiqunto ngokwamukelwa kokuvuma umlandu omncani. Umphumela ubulelesi obube nawo phezu kwakho namkha umndenakho buzakuvezwa ekhotho namkha uzakunikelwa ithuba lokunikela ubufakazi ekhotho, namkha umbiko olungiswe sisazi uzakulethwa ekhotho ngesikhathi sokukhutjhwwa kwesigwebo; begodu
- 2.12 ngesikhathi sokubonisana, bazakubawa bona uveze amanye amaqiniso wokungezelela angakafakwa esitatimendeni. Nayikuthi ayakhambelana nomlandu, umtjhutjhisi uzakuveza amaqiniso lawo esiqhemeni sommangalelwa ngaphambi kokulalelwa komlandu.

Abanikeli bemisebenzi yezehlalakhule –

- 2.13 nakutlhogekako, bazakhulumisana nawe begodu nayikuthi ukufumana ubufakazi bezokwelatjhwwa kukhambelana nomlandu, yenza amalungiselelo wokuhlahlubwela zokwelatjhwwa; begodu;

2.14 nakukghonekako bazakugcina iragelo phambili ngokuqinisekisa bona umnikeli ofanako wezehlalakuhle namkha osebenza ngokuzinikela usebenza nawe ukuthoma ngesikhathi sokubika ubulelesi ukufika ekugcineni komlandu.

Abasebenzi betlhogomelo lezamaphilo –

2.15 nayikuthi ikhotho (umtjhutjhisi namkha umarhastrada) ibawa bona benze njalo, bazakunikela ikhotho amarekhodi wakho wezokwelatjhwa kunye nelinye ilwazi elikhambelana nomlandu obanikele lona.

Iimphathiswa zemiSebenzi yokuLungiswa kokuziPhatha –

2.16 zikuvumela bona wenze isibawo esitloliweko usiqalise kuSihlalo wokweluswa kokuziPhatha neBhodo yokuLibalela sokobana ubekhona ekulalelweni begodu uSihlalo uzakwazisa ngesikhathi, ilanga nendawo lapho kuzakubanjelwa ukulalelwa; begodu

2.17 nayikuthi ubakhona ekulalelweni kokweluswa kokuziPhatha nokweBhodo yokuLibalela, zikuvumela bona uzibandakanye ngokuveza ngomlomo namkha ngomtlolo amaziso wakho.

3. ILUNGELO LOKUTHOLA ILWAZI

Nayikuthi ubulelesi bubikiwe, ungalindela bona amapholisa akwazise –

3.1 ngobunjalo nomnqopho wesitatimende sakho;

3.2 igama nenomboro yomtato yesiphathiswa esiphenyako esinikelwe umlandu kunye nenomboro yomlandu yamapholisa (okuyi-CAS namkha i-Crime Administrative System Number);

3.3 ngekghonakalo yokubamba ukutjhutjhiswa kwangeqadi okuzakubhadelwa nguwe nayikuthi uMnqophisi wokuTjhutjhiswa komPhakathi uyakwala ukulalelwa komlandu;

3.4 ngokubawa, imininingwana ekhambelana nokulandelako:

- a. ukubotjhwa komsolwa
- b. nanyana kufanele ukhambele iphareyidi yokufaniswa kwabasolwa ngelanga lephareyidi
- c. inomboro yekhotho yomlandu
- d. amalanga wokulalelwa kwebheyili
- e. umphumela wokulalelwa kwebheyili (ukobana umsolwa uyatjhatjhululwa ngebheyili namkha njani)
- f. iragelo phambili ephenyweni kunye nekutjhutjhisweni komlandu wakho
- g. esinye isiqu nto sokubuyisela emva namkha sokutjhugulula khulu imilandu
- h. nanyana uzakufanela bona ukhambele iinkambiso zekhotho, nelanga namkha amalanga wokulalelwa
- i. ilanga lokulalelwa komlandu nomphumela wokugcina
- j. ilanga lokukhutjhwa kwesigwebo nomphumela
- k. nanyana ummangalelwa udlulisele phambili ukufunyanwa amlandu namkha isigwebo kunye nomphumela wokudlulisele phambili
- l. bonyana ipahla ethethwe ngokomthetho ingabuyiswa bunjani begodu nini
- m. bona ngimiphi imisebenzi etholakalako ukuqalana neendingo zakho ezithileko begodu nokuthi ungayisebenzisa bunjani lemisebenzi

Nayikuthi umlandu usiwa ekhotho ungalindela bona:

Nayikuthi abasebenzi bekhotho –

- 3.5 Ipho kukghonakalako begodu ngesibawo sakho, bazakukghonakalisa bona ubone indlu yekhotho ngaphambi kokuthoma kwekhotho, khona uzakwazi bona ulindeleni; begodu
- 3.6 bazakuqinisekisa bonyana amatshwayo acacileko neenkomba ayanikelwa ekhotho begodu bazakunikela iinkomba ezitjingga ngendlini yekhotho. Ipho kukghonakalako iDeske leRhelebho/lokwaZi/lokuYelelisa lizakwazisa bonyana ngiyiphi indlu okuzakulalelwa kiyo ubufakazi.

umtjhutjhisi onikelwe umlandu wakho –

- 3.7 uzakwazisa umqatjhi wakho ngeenkambiso ezingakghonakalisa bona ungabi semsebenzini;
- 3.8 uzakwazisa nayikuthi uMnqophisi wokuTjhutjhiswa komPhakathi uqunte bona angatjhutjhisi kilomlandu, nokobana ungenza ukutjhutjhiswa kwangeqadi kanye nekambiso ezakulandelwa kilokhu;
- 3.9 uzakukghona ukuqalana nemibuzo yakho mayelana nekhotho begodu, nayikuthi, kunokuriyada, uzakutjela bona pheze uzakulinda isikhathi esingangani ngaphambi kokunikela ubufakazi;
- 3.10 nakufunekako, uzakunikela ithuba lokubonisana kwamambala ngaphambi kokuthathwa kweenqunto zomlandu;
- 3.11 uzakwazisa ngomphumela wokulalelwa kwesibawo sebheyili, nangebheyili ekhethekileko ebekiweko, begodu uzakuhlathulula ubujamo bamabheyili anjalo;

3.12 uzakuvikela ekuhlonyweni imibuzo enommoya wenturhu, ekhubako neyehlisa isithunzi; begodu

3.13 uzakwazisa ngomphumela womlandu kunye nokobana kunokudluliselwa phambili kwesiqu nto sokubonwa umlandu namkha isigwebo na;

Isekelo lakangazimbi namkha labanikeli bemisebenzi yezehlalakuhle –

3.14 lizakuhlathulula amalungelo wakho neenkambiso ezizakulandelwa;

3.15 ngokwesibawo, lizakurhelebha ukulandelela umlandu ngokusebenzisa irherho;

3.16 nakukghonekako, lizakuphekelela ekhotho ngaphambi kokulalelwa komlandu khona uzazijayeza ikhotho nebhoduluko layo; begodu

3.17 lizakunikela isekelo nerhelebho lezengqondo namkha lizakudlulisela kwabanikela ngemisebenzi yerhelebho lezengqondo lababanduliweko namkha bemisebenzi yokusekela.

Nayikuthi isisebenzi setlhogomelo lezamaphilo simenyiwe emlandwinakho ungalindela bona –

3.18 sikunikele ilwazi ngokuhlalubwa namkha ngeenkambiso zokwelatjiswa ezizakwenziwa kuwe;

3.19 ngokwesibawo, sizakunikela ikhophi yamarekhodi wakho wokwelatjiswa; begodu

3.20 sizakwazisa ngokutholakala kwemisebenzi yokusekela esemphakathini kunye neenomboro ezifaneleko zomtato zerhelebho.

iimphathiswa ezibuya emisebenzini yezefundo –

3.21 ngokwesibawo zizakwazisa ngemisebenzi efaneleko yesikolo yabongazimbi etholakala endaweni.

Nayikuthi iselelesi sigwetjelwe ukuhlala ejele, umNyango wemiSebenzi yokuLungiswa kokuziPhatha:

3.22 ngokwesibawo, uzakwazisa lokha isaphulimathetho nakucatjangwa bona sikhutjhwe ngokulitjalelwa;

3.23 ngokwesibawo, namkha nakutlhogekako, uzakwazisa ngokubakhona kwemisebenzi yokusekela neyerhelebho lezengqondo ngesikhathi sokulalelwa kweBhodo yokuLibalela;

3.24 uzakwazisa ngomtlole ngamatjhuguluko emalangeneni wokulalelwa namkha ukutshwiliswa kokulalelwa kweBhodo yokuLibalela kunye nangabo boke ubujamo obubekiweko;

3.25 nayikuthi ubawa ukubakhona ekulalelweni kweBhodo yokuLibalela, uSihlalo uzakwazisa ngelimi olizwisisako ngeenkambiso ngesikhathi sokulalelwa nalokho okulindelwe kuwe; begodu

3.26 ngokwesibawo, nangemvumo yommangalelwa, uzakwazisa ngamahlelo wokuthuthukisa ummangalelwa awangeneleko namkha asawangenelako ukwenza ngcono ukuziphatha kwakhe.

4. ILUNGELO LOKUVIKELWA

Lokha ubulelesi nabubikwe emapholiseni –

- 4.1 Begodu wena ungufakazi begodu wena namkha ilunga lomndenakho liyathuselwa namkha ipilo yakho isengozini, kufanele khonokho ubike indaba emapholiseni namkha kumtjhutjhisi womphakathi ophezulu ekhotho bewenze isibawo sokuvikelwa kwabofakazi, lapho ungalindela bona -
 - 4.1.1 ingozi oqalene nayo izakuphenywa mapholisa;
 - 4.1.2 lapho ingozi iqinisekiswa khona, uzakwenza isivumelwano neYuniti yokuVikelwa kwaboFakazi ngaphambi kobana ufakwe ngaphasi kweHlelo lokuVikelwa kwaboFakazi;
 - 4.1.3 nayikuthi ufakwa eHlelweni, kufanele ukhambisane nayo yoke imithetho ebekwe esivumelwaneni. Ilwazi elisesivumelwaneni liyifihlo;
 - 4.1.4 nayikuthi awukhambisani nesivumelwano uzibeka engozini begodu ungakhutjhwana eHlelweni lokuVikelwa kwaboFakazi;
 - 4.1.5 isijamiso sokubhadelwa kweemali okufanele uzithole singenziwa ngesikhathi ungaphasi kweHlelo, njengombana kubeka imiThetjhwana yokuVikelwa kwaboFakazi;
 - 4.1.6 kuzakufanela bona unikele ngayo yoke imininingwana yeemali eemphathisweni zeHlelo lokuVikelwa kwaboFakazi, khona kuzakubekwa iimali ezifaneleko ozakunikelwa zona;

- 4.1.7 nawamukelwa eHlelweni, uzakubekwa endlini yokuphepha begodu angeze i-adresi yakho yanikelwa omunye umuntu, ngitjho namalunga womndenakho.
- 4.1.8 ngemva kobana unikele ubufakazi, uzakunikelwa isaziso esikwazisa bona uzakukhutjwa ngaphasi kweHlelo esikhathini esifaneleko; begodu
- 4.1.9 ungathintana nesiphathiswa esiphenyako esitetjhini samapholisa namkha umtjhutjhisi womphakathi omkhulu nawufuna ilwazi elinabileko ngeHlelo lokuVikelwa kwaboFakazi.
- 4.2 nayikuthi awufuni ummangalelwa azi ngemininingwana yakho, ungathintana nesiphathiswa esiphenyako kunye/namkha nomtjhutjhisi bewubawe bona ilwazi lakho lifihlelwe ummangalelwa;
- 4.3 isiphathiswa esithembekileko ngaso soke isikhathi sizakuqinisekisa bona ipahla enye nenye okungeyakho nebanjwe ngeminqopho yokobana ibe bufakazi igcinwa isebujameni obuhle begodu ibuyiswa msinyana nayingasathogekiko; begodu
- 4.4 nayikuthi nguwe onghonghoyilako enturhwini yangekhaya, begodu esiphathisweni samapholisa kubonakala ungathi kunamabanga azwakalako wokobana ungalinyazwa mmangalelwa ngebanga lokwephulwa komlayo wokuvikelwa kwakho –
- 4.4.1 ungaletsa incwadi efungelweko emapholiseni ebeka ubujamo bokwephulwa imilayo mmangalelwa;

- 4.4.2 isiphathiswa samapholisa msinyana sizakubopha ummangalelwa ngokwephula ukukhandela okubekwe yikhotho ngaphasi kwesiGaba 7 somThetho weNturhu yangeKhaya, umthetho wenomboro 116 ka-1998.

**Nayikuthi umlandu usiwa ekhotho ungalingela bona:
Umtjhutjhisi –**

- 4.5 uzakwazisa bonyana, nayikuthi ummangalelwa ovela ngaphambi kwekhotho ungaphasi kweminyaka eli-18, ungalelwa bona ube khona ekulalelweni, ngaphandle kwalokha ukuba khona kwakho nakutlhogekako namkha kuvunyelwe yikhotho; namkha lapho ufakazi angaphasi kweminyaka eli-18, bonyana ungakhutjhelwa ngaphandle ekulaleleni ubufakazi bakafakazi lowo;
- 4.6 uzakwazisa bonyana ebujameni obuthileko ikhotho ingalela ukuvezwa kwelwazi (kufaka hlangana ukwaziwa komngonghoyili namkha ufakazi) ekukhambelana nokulalelwa komlandu namkha ingcenyethileko emsitheleni
- 4.7 lapho kufaneleko, uzakwazisa bona nanyana ngimuphi umuntu oveza ngokungasi mthetho ilwazi namkha olikhupha ngokungasi mthetho uveza ukwaziwa kwakafakazi, unomlandu wokwephula umthetho begodu angatjhutjhiswa.

Abanikeli bemisebenzi yezehlalakuhle bazaku –

- 4.8 thatha amagadango wokuqinisekisa bona wena nomndenakho anibi sengozi.

Abasebenzi betlhogomelo lezamaphilo bazaku –

- 4.9 bika namkha badlulise nanyana ngimuphi umlandu lapho kusolelwa ubulelesi emapholiseni.

BemiSebenzi yokuLungiswa kokuziPhatha

- 4.10 nayikuthi ubawe bona uhlale waziswa ngesigwebo esinikelwe ummangalelwa, bemiSebenzi yokuLungiswa kokuziPhatha bazakwazisa nayikuthi ummangalelwa ubalekile ekuvalelweni kunye nanyana ngikuphi ukudluliselwa kwakhe kwenye indawo kommangalelwa neminingwana yalokho; begodu

- 4.11 emilandwini yokukata neyokuthoriswa ngokomseme khulu khulu, iBhodo yokuLibalela ingafaka iinjamo zobujamo bokulitjalelwa kommangalelwa nakuqakathekileko ukumkhandela ekuthintaneni okungakafaneli nawe.

5. ILUNGELO LOKURHELEJWA

Ungalindela bona amapholisa akurhelebhe –

- 5.1 ngokukudlulisela kwabanye abanikela ngemisebenzi khona uzakuthola isekelo nokungenelela eengozini ezenzeka khonokho, isibonelo, irhelebho lokuthoma lezokwelapha;
- 5.2 ngokukuhlathululela iinkambiso zamapholisa;
- 5.3 ngokukwazisa ngamalungelo wakho;
- 5.4 ngokuphatha ukuphepha kwakho njengento eqakathekileko;

- 5.5 ngokubulunga ubufakazi;
- 5.6 ngokukunikela isiyeliso mayelana nokukhandelwa kobulelesi; kunye
- 5.7 nangokuqeda inturhu endaweni yobulelesi.

Nayikuthi umlandu usiwa ekhotho ungalindela bona –

- 5.8 umtjhutjhisi uzakubika indaba yombuso begodu uzakutjheja iinrhuluphelo zakho;
- 5.9 ungakhulumisana ngomlandu negqwetha elikhethwe nguwe, khulu khulu nayikuthi uhlose ukufaka umlandu wemibango ngokuliliswa ngokonakalelwa namkha ukulimala emzimbeni namkha ngokwegqondo;
- 5.10 kuzakutjhejwa ukutholakala kwabarhumutjhi, begodu lapho kufaneleko ilwazi lizakufikeleleka ebantwini abakhubazekileko;
- 5.11 abantu abakhubazekileko bazakunikelwa isekelo elitlhogekako nalifumanekako;
- 5.12 imilandu efaka yezomseme izakulalelwa emakhotho akhethekileko lapho amakhotho anjalo afumaneka khona;
- 5.13 umtjhutjhisi kunye nesiphathiswa samapholisa sizakwazisa bona, nawungaphasi kweminyaka eli-18 godu unikela ubufakazi ekulalelweni komlandu kungakubangela bona uphathwe ligandelelo elingakafaneli lezengqondo namkha ukugula, ikhotho ngesibawo somtjhutjhisi ingaqatjha umuntu ozakuba phakathi kwakho nekhotho ukukghonakalisa

bonyana unikele ngobufakazi bakho ngokusebenzisa lomuntu kusetjenziswa ukuthintana ngomabonwakude (i-CCTV);

- 5.14 isiphathiswa esingameleko, nayikuthi odlulisa umlayezo phakathi kwakho nekhotho uqatjiwe, sizakuqinisekisa bona yoke imibuzo obuzwa yona ubuzwa yona ngokusebenzisa lomuntu odlulisa umlayezo phakathi kwakho nekhotho;
- 5.15 isiphathiswa esingameleko sizakwazisa bona odlulisa umlayezo phakathi kwakho nekhotho, ngaphandle kwalokha ikhotho nayilaya ngenye indlela, angadlulisa ihlathululo mazombe yomunye nomunye umbuzo obuzwa wona;
- 5.16 isiphathiswa esingameleko, nayikuthi umuntu ozakudlulisa umlayezo sele aqatjiwe, singalayela bona unikele ubufakazi bakho kenye nanye indawo –
- engakahlelwa kuhle khona uzakutjhaphuluka;
 - ehlelwe ngendlela yokuthi umuntu ongabanga bona utshwenyeka nawunikela ubufakazi awumboni begodu awumuzwa; begodu
 - singakghonakalisa ikhotho kunye nomunye umuntu ukubakhona kwakhe kukhambelana neenkambiso ukubona nokulalela – bunqophana namkha ngokusebenzisa isisetjenziswa se-elektroniki namkha esinye – wena nokudlulisela umlayezo nilalele ngesikhathi sokunikela kwakho ubufakazi.
- 5.17 Imilandu ebandakanya abongazimbi abasengozini izakurhatjiswa lapho kukghoneka khona; begodu
- 5.18 Nayikuthi umabonwakude wokulalelwa komlandu (i-CCTV) uzakusetjenziswa eenkambisweni zekhotho, umtjhutjhihi uzakuhlathulula

bona isisetjenziswa sisebenza njani namkha lapho kukghonekako uzakuvumela wena nabazali bakho namkha umthlogomeli bonyana nibone ukusetjenziswa kwesisetjenziswa ngaphambi kokuthoma kokulalelwa komlandu.

Abanikela ngemisebenzi yezehlalakhule lapho kukghonekako nalokha ikhona –

5.17 banikela ngerhelebho lezengqondo nesekelo elibonakalako;

5.18 bakurhelebha ngokwenza bona kutholakale abanikeli bemisebenzi yezehlalakhule namkha iimphathiswa zokwelusa; begodu

5.19 banikela –

- a. ngerhelebho ekuthintaneni nomndeni namkha abangani
- b. ngerhelebho nawunamatshwayo eza ngemva kwegandelelo lezengqondo
- c. ngehlathululo yekambiso ezakulandelwa
- d. ngerhelebho ekuthintaneni nemiSebenzi yesiPholisa seSewula Afrika kunye nomtjhutjhis
- e. ngokukudlulisela emsebenzini werhelebho lezengqondo nayikuthi igandelelo lengqondo likhulu
- f. ngokufikelela ilwazi nemisebenzi, khulu khulu eendaweni lapho imisebenzi ekhona ifika e'Sekelweni leKhotho', kufaka –
 - i. ukukurhelebha ukuzwisisa ikambiso yekhotho;
 - ii. ukukuhlathululela bonyana kuzakwenzekani ekhotho nawubizwa njengofakazi;
 - iii. ukukuhlathululela bona ngubani ozakuba sekhotho nokuthi ngiyiphi indima abazayidlala, kunye nokukurhelebha bona uthole ikhotho; kunye

- iv. nokukulungiselela bona unikele ubufakazi ekhotho kunye nokuphuhlisa ukubonisana nomtjhutjhisi.

Eemphathisweni zemiSebenzi yokuLungiswa kokuziPhatha ungalindela bona –

- 5.20 nawubawako, uzakwaziswa ngamatjhuguluko enziwe eengwebeni zokweluswa kokulungisa ukuziphatha; ngemisebenzi yeBhodo yokuLibalela; ngendima yakho ekulalelweni kweBhodo yokuLibalela; nangalokho ongakulindela ngesikhathi sokulalelwa;
- 5.21 nakutlhogekako, uzakunikelwa umrhumutjhi ngesikhathi sokulalelwa kweBhodo yokuLibalela;
- 5.22 bazakukghonakalisa, nawubawileko, ukulamula phakathi kwakho nommangalelwa nakunesidingo; begodu
- 5.23 ngokuya kwesibawo namkha nakutlhogekako, isibonelo, nawungungazimbi begodu uvalelwe namkha ngesikhathi sokulalelwa kweBhodo yokuLibalela kubonakala bona utlhoga isekelo, uzakudluliselwa kwabanikela ngomsebenzi lowo abafaneleko khona uzakuthola irhelelho lezengqondo nemisebenzi yesekelo.

Ungalindela bona isisebenzi setlhogomelo lezamaphilo siqinisekise bonyana –

- 5.24 lapho kufaneleko, uzakunikelwa isitifikhethi sokwelatjhwa nabewungekho esikolweni namkha emsebenzini.

6. ILUNGELO LOKULILISWA

“Ukuliliswa” kutjho inani lemali ikhotho yobulelesi ekunikela yona nayikuthi ulahlekelwe namkha umotjhakalelwe yipahla (kufaka imali) ngesibanga sesenzo sobulelesi esenziwe mumuntu otholwe anomlandu wokwenza ubulelesi. Imali oyithola ngokuliliswa kuhloswe ngayo ukubuyisela abazuzi bayo ebujameni bangaphambi kokulahlekelwa namkha kokumotjhakalelwa.

Nayikuthi umlandu usiwa ekhotho ungalindela bona –

- 6.1 umtjhutjhisi namapholisa, nakufaneleko, akwazise bonyana ungabakhona ekhotho ngelanga lesigwebo begodu ungabawa umtjhutjhisi ukwenza umlayo wokuliliswa ekhotho.
- 6.2 emilandwini efaneleko, ikhotho ingajamisa isigwebo ummangalelwa nakavumako ukukulilisa ngokulahlekelwa namkha ngomonakalo owenzeke epahleni ngebanga lesenzo sobulelesi;
- 6.3 umtjhutjhisi uzakwazisa, begodu umabhalana wekhotho uzakuphetha isenzweso;
- 6.4 umabhalana wekhotho namkha umtjhutjhisi, ebujameni obufaneleko, uzakwazisa lapho imali yomuntu ofunyenwe anomlandu ithethwe kuye nakabotjhwako, ikhotho ingalayela bona imali leyo inikelwe wena;
- 6.5 umtjhutjhisi uzakwazisa bonyana nayikuthi umlayezo wokuliliswa kwakho sele ukhutjhelwe wena ekulalelweni komlandu wobulelesi, ungathoma ikambiso yokudosela ummangalelwa ekhotho yemibango;
- 6.6 umtjhutjhisi namkha isiphathiswa esingameleko (sitjho umarhastrada namkha ijaji) uzakwazisa bonyana isiqunto esithethwe yikhotho siyafana nesiqunto sombango begodu ungasisebenzisa isiqunto;

- 6.7 isiphathiswa esingameleko sizakwazisa bonyana, nayikuthi isiqu nto usiphumelele, unamalanga ama-60 wokwala ngomtlolo isijamiso owenzelwe sona yikhotho, begodu nawenza njalo, uzakufanela ubuyisele enye nenye imali esele unikelwe yona, kumtloisi nanyana umabhalana wekhotho;
- 6.8 isiphathiswa esingameleko sizakwazisa bonyana nakungenzeka ubhalelwe kukwala isiqu nto kungakapheli amalanga ama-60, angeze wathathela ummangalelwa igadango lomthetho okungelombango; begodu
- 6.9 nayikuthi wenza isibawo ekhotho bona uliliswe ngebanga leendleko zokwelatjhwa ozithole ngesenzo sobulelesi, isisebenzi setlhogomelo lezamaphilo esikuhlahlubileko sizakukghona ukusekela isibawo sakho ngokunikela ubufakazi ekhotho nokunikela ngelwazi elifaneleko ekhotho, kufaka hlangana imibiko yezokwelatjhwa.

7. ILUNGELO LOKUBUYISELWA IPAPHA

“Ukubuyiselwa” kutjho ubujamo lapho ikhotho, ngemva kokufumana umuntu amlandu, ilayela bona ummangalelwa abuyise ipapha namkha izinto ezithethwe kuwe ngokungasi mthetho namkha ezimotjhakele ngokungasi mthetho, khona kuzakubuyiselwa ubujamo obewukibo ngaphambi kwesenzo sobulelesi.

Nayikuthi umlandu usiwa ekhotho ungalindela bona umtjhutjhisi –

- 7.1 uzakwazisa bonyana, ebuja meni obufaneleko, angabawa isaphulimthetho bona sikubuyisele, umndenakho namkha labo abathlogonyelwa nguwe;
- 7.2 uzakwazisa bona ukubuyiselwa okunjalo kuzakufaka ukubuyiswa kwepapha namkha izinto namkha ukulungiswa kwepapha eyonakeleko; begodu

7.3 uzakwazisa bonyana isibawo sakho mayelana nalokhu sizakukatelelwa yikhotho bona sihlonitjhwe begodu ebujameni obufaneleko uzakuvunyelwa ukuletha iimbawo ezinjalo ekhotho.

Lindlela zokunghonghoiyila

Yoke iminyango, iinkhungo nabasebenzeli abathinteka emlandwini bahlose ukunikela ngezinga eliphezulu lomsebenzi, kodwana izinto kwesinye isikhathi azikhambi kuhle. Nakungenzeka lokhu, iminyango, iinkhungo nabasebenzeli bafuna ukwazi bona kwenzekeni. Ingcenye le yomtlolelo ikutjela bonyana ungenzani nayikuthi awaneliswa –

- yindlela ophathwe ngayo;
- lilwazi olifumeneko; namkha
- ngenqunto ezithethweko.

Imisebenzi YesiPholisa seSewula Afrika:

- Ungafaka isinghonyoyilo ngesiphathiswa samapholisa, umthethomgomo wokusebenza kwamapholisa, umukghwa namkha ikambiso, ngomtlolelo kuKomitjhina weStetjhi samapholisa esithintekako.
- Nayikuthi isinghonyoyilo sakho simayelana nepahla elahlekileko namkha emotjhakele ngesikhathi isemapholiseni, ungavunyelwa ukuthola ukuliliswa. Qalisa imibuzo yakho kuKomitjhina weStetjhi; namkha nayikuthi awukaneliswa, iya kuKomitjhina weNdawo wesitetjhi esithintekako mayelana nalokho okufunako. Nayikuthi isinghonyoyilo sakho nanje asitjhejwa waneliswe, ungaya e-Ofisini lomVikelli womPhakathi.
- Nayikuthi isinghonyoyilo sakho godu asikatjhejwa waneliswa, ungaya ePhikweni lobuNqophisi eliziJameleko eliTjheja iiNghonyoyilo ngamaPholisa (i-Independent Complaints Directorate), kodwana sibawa utjheje bona i-ofiseli kungayiwa kilo kuphela neenghonyoyilo eziphathelene nokuziphatha namkha ngokobulelesi kwamalunga wamapholisa we-Metro kunye namalunga wemiSebenzi yesiPholisa seSewula Afrika, abahluleke kukwenza imisebenzi yabo.

Abatjhutjhisi:

- 4 Ikhotho lapho umlandu ulalelwe khona ingararulula inengi leenghonyoyilo. Nayikuthi unesinghonyoyilo, ungasitlola namkha wenze ilanga lokubonana nomTjhutjhisi omKhulu wesiTjhaba ekhotho ebeyiqalene nomlandu. Kodwana, nayikuthi i-ofisi lendawo lomTjhutjhisi alisiphenduli isinghonyoyilo bewaneliswe, unganghonyoyila kumTjhutjhisi omKhulu endaweni. Nayikuthi isinghonyoyilo sakho asikatjhejwa bewanaliseke, unganghonyoyila kuMnqophisi wokuTjhutjhiswa komPhakathi wendawo. Uzakwenza ukubuyekeza okuzijameleko. Nayikuthi isinghonyoyilo nanjensi asitjhejwa waneliseke, tjhinga kuMnqophisi wesiTjhaba wokuTjhutjhiswa komPhakathi.
- 5 Nayikuthi isinghonyoyilo nanjensi asikatjhejwa waneliswe, ungaya e-Ofisini lomVikeli womPhakathi. Tjheja bona i-Ofiseli ungaya kuphela kilo nawunesinghonyoyilo esikhambelana nesenzo sokuphatha. I-Ofisi lomVikeli womPhakathi angeze ngokuya komthetho laphenya ngeenqunto zekhotho.

Amakhotho:

- 4 Nayikuthi isinghonyoyilo sakho simayelana nokuziphatha kwesiphathiswa esingameleko, ungatlolela, namkha ubeke ilanga lokubonana neHloko yesifunda yamaJaji. Ungathola i-adresi neminingwana yomtato ekhotho eseduze kamarhastrada.
- 5 Nayikuthi awaneliswa ngependulo oyithola eHlokweni yesiFunda, ungatlolela namkha ungabeka ilanga lokubonana neHloko yesiQhema samaJaji, ungayitlolela namkha ubeke ilanga lokubonana nayo.

- 6 Nayikuthi isinghonghoyilo siphathelene nekhotho yesifunda, ungatlolela namkha ubeke ilanga lokubonana noMongameli weKhotho yesiFunda yendawo ethintekako. Ungathola i-adresi neminingwana ekhotho yendawo kamarhastrada.
- 7 Nayikuthi isinghonghoyilo sakho siphathelene neJaji lekhotho ephakamileko, ungatlolela namkha ubeke ilanga lokubonana neJaji elinguMongameli wePhiko elithintekako. Ungathola i-adresi neminingwana yomtato ekhotho kamarhastrada yendawo namkha ekhotho ephakamileko.
- 8 Nayikuthi awaneliswa ngependulo oyitholako, ungatlolela iKomitjhana yaboMarhastrada nayikuthi isinghonghoyilo siphathelene nekhotho kamarhastrada namkha neKomitjhana yemiSebenzi yobuLungiswa esinghonghoyilweni esiphathelene nekhotho ephakamileko. Nayikuthi isinghonghoyilo asikatjhejwa waneliseka, ungatjHINGA e-Ofisini lomVikeli womPhakathi.
- 9 Nayikuthi isinghonghoyilo sakho siphathelene nabasebenzi bekhotho, isibonelo, abomabhalana namkha abarhumutjhi, ungatlolela namkha ungabeka ilanga lokubonana nomphathi wekhotho. Nayikuthi awaneliswa ngendlela isinghonghoyilo sakho esitjhejwe ngayo mPhathi weKhotho, ungatlolela umNqophisi ophetheko wemisebenzi yekhotho namkha umNqophisi-Mazombe.

Abanikeli bemisebenzi yezehlalakuhle:

- 10 Nayikuthi isinghonghoyilo sakho siphathelene nesiphathiswa somNyango wemiSebenzi yezeHlalakuhle, ungatlolela ihloko ye-ofisi elithintekako. Nayikuthi awaneliswa ngependulo oyitholako, thintana neHloko ye-Ofisi lesiFunda namkha lePhrovinsi kunye ne-Ofisi lesiTjhaba.

- 11 Nayikuthi nanjesi awaneliswa ngependulo oyithola esikhulwini sombuso, ungathintana godu nomKhandlu wemiSebenzi yabaThwasiselwe zeHlalakuhle (okuyi-Council for Social Service Professions) namkha i-Ofisi lomVikeli womPhakathi.

Abasebenzi betlhogomelo lezamaphilo:

- 12 Nayikuthi awaneliswa ngomsebenzi owenzelwa sisebenzi setlhogomelo lezamaphilo ekorweni yezamaphilo yombuso, kufanele kokuthoma unghonghoyile emuntwini okutjhejileko. Kodwana, nayikuthi isinghonghoyilo sakho asirarululwa waneliseke, ungasidlulisela ehlokweni namkha emphathini wendawo yomphakathi yezamaphilo lapho uhlahlubwe namkha welatjhwa khona.
- 13 Nayikuthi awukatholi ipendulo namkha awaneliswa ngendlela isinghonghoyilo sakho esitjhejwe ngayo yihloko namkha mphathi wendawo yezamaphilo, ungasidlulisela emNyangweni wezamaPhilo wePhrovinsi ofaneleko. Nayikuthi awaneliswa ngendlela umNyango wezamaPhilo wePhrovinsi otjheje ngayo isinghonghoyilo sakho, ungabawa umKhandlu wabaFundele umSebenzi wezamaPhilo weSewula Africa (okuyi-Health Professions Council of South Africa) ukuphenyisisa indaba.

ImPhathiswa ezibuya emiSebenzini yezeFundo:

- 14 Nayikuthi isinghonghoyilo sakho siphathelene nomfundisi namkha ilunga labasebenzi besikolo esithileko namkha isikhungo sefundo, ungathintana neHloko yesikolo namkha isikhungo lesi. Nayikuthi isinghonghoyilo siphathelene nehloko yesikolo, ungathintana noMphathi wezeFundo wesiFunda namkha uMphathi wesiFunda.
- 15 Nayikuthi awaneliswa ngendlela isinghonghoyilo sakho esitjhejwe ngayo, ungathintana neHloko yomNyango wezeFundo ephrovinsini leyo.

16 Nayikuthi isinghonghoyilo sisengakatjhejwa ngokwanelisako, ungatjhinga kuSo/Nomkhandlu wezeFundo namkha emNyangweni wesiTjhaba wezeFundo.

IimPhathiswa zemiSebenzi yokuLungiswa kokuziPhatha:

17 Nayikuthi isinghonghoyilo siphathelene nesikhulu semisebenzi yokulungiswa kokuziphatha, ungasiveza ngomtlolo usiqalise kuKomitjhinara wesiTjhaba wemiSebenzi yokuLungiswa kokuziPhatha namkha eJajini eliHlolako. Nakathola isinghonghoyilo sakho esitolliweko uKomitjhinara uzasinikela i-ofisi elifaneleko bona lisitjheje.

Ezinye iiNdlela zokuNghonghoyila: -

18 Nayikuthi usengakaneliswa ngendlela isinghonghoyilo sakho esitjhejwe ngayo badlalindima namkha banikeli bemisebenzi ekambisweni yobulungiswa obuqalene nobulelesi, ungadlulela emisebenzini enikelwa ziinhlngano ezifana nalezi:

- a. i-Ofisi lomVikeli womPhakathi (okungu-*Public Protector*)
- b. iKomitjhana yeSewula Afrika yamaLungelo wobuNtu (okuyi-*Human Rights Commission*)
- c. IPhiko lobuNqophisi eliziJameleko eliqalene neeNghonghoyilo ngamaPholisa (okuyi-*Independent Complaints Directorate*)
- d. iKomitjhana yokuLingana koBulili (okuyi-*Commission on Gender Equality*)
- e. umKhandlu wabaFundele umSebenzi wezamaPhilo weSewula Africa (okuyi-*Health Professions Council of South Africa*)
- f. igqwetha elikhethwe nguwe nozibhadelela lona

Ezinye iiNdlela zokuNghonghoyila:

Nawufuna ilwazi elinabileko ngenye nenye indaba ekilomtlo, ungathintana nePhiko lobuNqophisi obuqalene nezoBulili emNyangweni wezoBulungiswa nokuThuthukiswa komThethosisekelo eenomborweni ezilandelako:

Umtato: (012) 315 1670
Ifeksi: (012) 315 1960
Iposo ye-elektroniki: VictimCharter@justice.gov.za

Lomtlo wamaZinga Amukelekako wemiSebenzi eyenzelwa aboNgazimbi uthuthukiswe buNqophisi obuqalene noBulili ngokubambisana nomNyango wokuThuthukiswa kwesiTjhaba, umNyango wemiSebenzi yokuLungiswa kokuziPhatha, umNyango wezeFundo kunye nomNyango wezamaPhilo kunye nePhiko lokuTjhutjhiswa kwesiTjhaba leSewula Afrika, umSebenzi wesiPholisa seSewula Afrika, iKomitjhana yeSewula Afrika yeTjhuguluko lezomThetho, iKomitjhana yeSewula Afrika yamaLungelo wobuNtu, i-Ofisi lomVikeli womPhakathi, nePhiko lobuNqophisi eliziJameleko eliqalene neeNghonghoyilo ngamaPholisa, amalunga wamaKhomitjhana waboMarhastrada neKomitjhana yemiSebenzi yomThetho kunye namalunga wesiPholisa seDorobha le-Tshwane.

UmNyango womThethobulungiswa nokuThuthukiswa komThethosisekelo ulithabela khulu ukufaka kwakho isandla ekuthuthukisweni kwalomtlolo ziinhlango ezinengi okungasizo zombuso.

• **THE DIRECTOR-GENERAL
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Constitutional Development**

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IWebhsayithi:

www.doj.gov.za

• **THE DIRECTOR-GENERAL
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IWebhsayithi:

www.welfare.gov.za

• **THE DIRECTOR-GENERAL
Department of Education**

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(012) 321 6770

IWebhsayithi: www.education.gov.za

• **THE COMMISSIONER
Department of Correctional
Services**

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Inomboro yefeksi:

(012) 325 8080

IWebhsayithi:

<http://www.dcs.gov.za>

- **THE NATIONAL COMMISSIONER**
The South African Police Service

Private Bag X 94

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(012) 339 1000

Inomboro yefeksi:

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IWebhsayithi:

www.saps.org.za

- **THE DIRECTOR-GENERAL**
Department of Health

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Inomboro yefeksi:

(012) 325 5706

IWebhsayithi: [http:](http://www.doh.gov.za)

www.doh.gov.za

- **The National Prosecuting Authority**

Private Bag X 752

Silverton

PRETORIA

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Inomboro yefeksi:

(012) 845 7311

IWebhsayithi:

www.npa.gov.za

- **THE SECRETARY**
Magistrates Commission

PO Box 9096

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Inomboro yomtato:

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Inomboro yefeksi:

(012) 325 3957

- **National Director of the Witness Protection Programme**

National Prosecuting Authority
Private Bag X 655

PTA
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Inomboro yomtato:

(012) 315 1732/33

Inomboro yefeksi:

(012) 323 5434

IWebhsayithi:

www.npa.gov.za

- **Lawyers for Human Rights**

National Directorate
Democracy Centre
357 Visagie Street, cnr Prinsloo
Street

PRETORIA
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Inomboro yomtato:

(012) 320 2943/8

Inomboro yefeksi:

(012) 320 2949

IWebhsayithi:

www.lhr.org.za

- **The Office of the Public Protector**

Private Bag X 677

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(012) 322 2916

Inomboro yefeksi:

(012) 322 5093

IWebhsayithi:

www.polity.org.za/govt/pubprot

- **Council for Social Service Professions**

The Registrar
Private Bag X 2
Hatfield

0028

Inomboro yomtato:

(012) 342 5437

Inomboro yefeksi:

(012) 342 3025

- **The Independent Complaints Directorate**

Private Bag X 941

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Inomboro yomtato:

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Inomboro yefeksi:

(012) 320 3116

IWebhsayithi:

www.icd.gov.za

- **South African Human Rights Commission**

Private Bag X 2700

HOUGHTON

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Inomboro yomtato:

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Inomboro yefeksi:

(011) 484 1360

IWebhsayithi:

www.sahrc.org.za

- **National Association of Democratic Lawyers (NADEL)**

PO Box 15803

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CAPE TOWN

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Inomboro yomtato:

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IWebhsayithi:

www.sunsite.wits.ac.za/nadelproject/

- **Commission on Gender Equality**

PO Box 32175

BRAAMFONTEIN

2017

Inomboro yomtato:

(011) 403 7182

Inomboro yefeksi:

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IWebhsayithi:

www.cge.org.za

• **Health Professions Council
of South Africa**

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• **Judicial Service Commission
The Secretary**

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REPUBLIC OF SOUTH AFRICA