



ABASEBENZI BASEZINDLINI NOMTHETHO

PACSA FACTSHEET NO. 38

FEBRUARY 1995

Isinqeniso

Ubudlelwano phakathi komqashi nomsebenzi wasendlini buyashintsha ngokwamalungelo asemthethweni nokwesivumelwano. Lelipheshana lichaza ushintsho nemibono esiza ukucacisa ngokunjalo nobudlelwano emsebenzini.

Umthetho omusha Wabasebenzi Basezindlini Umthetho wezindlela ezinqala zokusebenza.

Lomthetho uqale ukusebenza ngo January ka 1994, futhi unikeza nezinindlela zomthetho zokusebenza kwabasezindlini.

Ukumchaza umsebenzi wasendlini kusho osebenza ongaphakathi endlini, abasezingadini, abashayeli, ababheka izingane, abadala, abagulayo nabakhubazekile abasemakhaya.

Ulwazi olungezansi luchaza umthetho lunikeze nezincomo zenyonyana yabasebenzi basezindlini. Uqondise kakhulukazi kulabo abaqashwe ngokugcwele beqashwe umqashi oyedwa. Labo abasebenza izinsuku ezingaphansi kwezintathu (babizwa ngokuthi ngabasebenzi bosuku) kukhona izindlela ezahlukile zokubavikela.

Kumele kugcizelelwe ukuthi lawa amazinga aphantsi, kanti futhi abaqashi nabaqashwa bayakhuthazwa ukuthi bahlele izindlela ngokwabo ezingcono ngokunjalo namaholo ngokwabo phakathi kwabo.

Amahora okusebenza.

Oqashwe ngokugcwele kumele asebenzele umqashi oyedwa izinsuku ezinhlanu esontweni angasebenza amahora angeqile kwangamashumi amane nesithupha (46) ngesonto, kanti futhi angabi ngaphezu kwangu 9 1/4 ngelanga. Umuntu osebenza izinsuku eziyisithupha (6) ngesonto akumele asebenze amahora eqile kwayisishiyagalombili (8) ngelanga ngaphandle uma isikhathi esisetshenzwe nqosuku olulodwa lwesonto lungeqi emahoreni amahlanu (5). Lokhu kubhekiswe emsebenzini owenziwe ngoMsombuluko kuya kuMgqibelo njengoba kunezimiselo zokusebenza ngamaSonto.

Inyonyana yabasebenzi basezindlini (SADWU) income ukuthi kuphunywulwe ngezimpelasonto.

Umsebenzi unelungelo lehora elilodwa lesikhathi sokudla, elingancishiswa kodwa lingabi ngaphansi kwesigamu sehora kuye ngesivumelwano, lingathathwa emva kwamahora angeqile kwamahlanu, osukwini.

Abasebenzi akumele basebenze isikhathi eseqa emahoreni ayishumi nambili (12) ngosuku (amahora ayishumi nane (14) uma ehlala khona). Isibonelo uma umsebenzi eqala ngo 07h00 kuya ku 12h00, bese ephumula aze abuyele ngo 16h00, bese eqhubeka kuze kube u 19h00 kusho ukuthi usebenze amahora ayisishiyagalombili (8) kuhlangene nawokungezelela akha amahora ayishumi nambili (12). Abasebenzi akumele basebenze ngo 07h00 kuya ku 12h00 bese bephumula baze babuyele ngo 17h00 babuyele emva kwalokho kuze kuyoba u 20h00 ngoba awokungezelela asakha amahora angaphezulu kwayishumi nambili (12).



Isikhathi Eseqile

Isikhathi esinqaphezu kwamahora ajwayelekile okusebenza sibizwa ngokuthi eseqile kanti kumele sikhokhelwe ngokuphindaphindwe ngo 1 1/3 kokwejwayelekile. Ngomsebenzi owenziwe ngesonto noma ngeholidi elisemthethweni, umsebenzi kumele akhokhelwe okungaba ngumholo ophindaphindwe kabili noma kube u 1 1/3 emalini yamahora ejwayelekile bese aphumule usuku olulodwa zingakapheli eziyisikhombisa (7).

Isikhathi eseqile sikalelwe ukuthi singabi ngaphezu kwamahora amathathungelanga noma singeqi kumahora ayishumi ngesonto, ngaphandle uma umsebenzi ebheka izingane, abadala, abagulayo kanye nabakhubazekile lapho-ke angasebenza isikhathi eseqile esikhokhelwayo esingaba amahora ayishumi nane (14) ngesonto. Isikhathi eseqile singalungiswa ngesivumelwano phakathi komqashi nomsebenzi.

PACSA

Pietermaritzburg Agency for Christian Social Awareness
PO Box 2338, Pietermaritzburg, 3200. 174 Berg Street, Pietermaritzburg
Telephone: (0331) 420052 Fax (0331) 420303

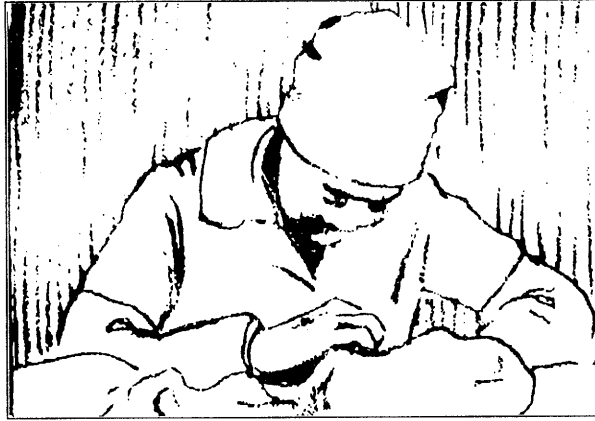
Amaholo nenkokhelo

Nakuba umthetho ungakucacisi ngqo ubuncane bomholo wanoma imuphi umsebenzi wasendlini, inyonyana yabasebenzi basezindlini iphakamisa iholo lokuziphilisa ubuncane balo obungaba u R600.00 ngenyanga kulowo oqashwe ngokugcwele ebe ehlala khona. Uma ukudla enganikezwa, umholo kumele wengezwe ngo R100.00 ngenyanga. Uma enqanikezwa indawo yokuhlala umqashi kumele amkhokhele imali yezinto zokuhamba.

Osebenza ngezinsuku ezithile kumele akhokhelwe u R6.00 ngehora.

Abasebenzi abanolwazi olunzulu kwezokupheka, ukukhuluama izilimi ezimbili, ukubheka izingane noma abadala kumele bakhokhelwe ngaphezulu kwalokho okulinganisiwe, lokhoke kungaba sekubonisaneni phakathi komsebenzi nomqashi.

Umholo kumele uphume ube ukheshe ngaphandle uma kunesivumelwano phakathi komsebenzi nomqashi sokuthi umqashi makayifake kwi akhawunti yomsebenzi ebhange.



Ilivu noma eyokugula.

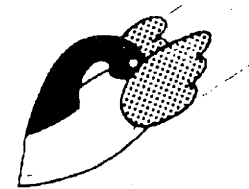
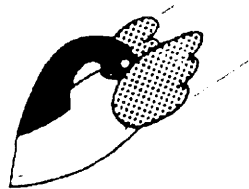
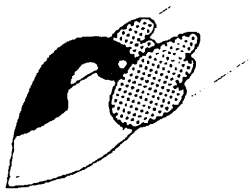
Abasebenzi abaqashwe ngokugcwele banelungelo lezinsuku eziyishumi nane (14) zelivu ekhokhelwayo enyakeni (inyonyana iphakamisa ezingamashumi amabili nanye [21]). Uma umuntu esebenza izinsuku ezinhlanu (5) ngesonto, kumele athole ilivu yokugula ekhokhelwayo yezinsuku ezingamashumi amathathu eminyakeni emithathu njalo. osebenza izinsuku eziyisithupha (6) umelwe wukuthola ilivu ekhokhelwayo yezinsuku ezingamashumi amathathu nesithupha (36) njalo eminyakeni emithathu.

Abasebenzi bezinsuku ezithile, ilivu neyokugula ikalwa ngendlela umsebenzi akhokhelwa ngayo kumalivu anjalo ngonyaka kanti angakhokhelwa ngelivu yokugula yosuku olulodwa njalo ezinsukwini ezingamashumi amabili nesithupha (26) ezisetshenziwe (kulowo mqashi).

Incwadi kadokotela angayidinga umqashi uma umsebenzi egule zinsuku ezimbili noma ngaphezulu. Kuzozombili lezigaba zabasebenzi, uma kunosuku lokusebenza ngisho noma ngabe iluphi olungena eholidini, umsebenzi uvumelekile ukuthi lube ilivu ekhokhelwayo lolosuku.

Ilivu yokukhulelwa

Ilivu yokukhulelwa yamasonto amane (4) ngaphambi kokubeletha, namasonto ayisishiyagalombili (8) emva kokubeletha kumele inikezelwe.



Ukuphela komsebenzi

Umqashi noma umsebenzi kumele anikeze omunye isaziso esibhalwe phansi sokuphela kwesivumelwano somsebenzi. Uma umsebenzi engoqashwe ngokugcwele eholo ngenyanga, isaziso senyanga siyadingeka, kungaba kumsebenzi noma kumqashi. Kulabo abasebenza ngezinsuku ezithile akukho sikhathi umthetho osimisile ngesaziso, kodwa kuyinqubo ukuthi uma eholo ngesonto kudingeka isaziso sesonto, noma senyanga uma eholo ngenyanga.

Ngesikhathi sokuphela komsebenzi, bonke abasebenzi basezindlini kumele bathole izincwadi eziphuma kubaqashi ezichaza ngesikhathi asebesisebenzile, enegama lomsebenzi nelomqashi wakhe, isikhathi abesisebenzile nemali abeyihola ngesikhathi sokuphela komsebenzi. Kanti uma umsebenzi eshiye ngaphandle kwesaziso, umqashi akumele akhiphe lencwadi.

Abasebenzi kumele bakhokhelwe ngamalivu abakweletwa wona abangawathathanga, ngaphambi kokuthi kuphele umsebenzi. Kanti uma umsebenzi engasinikezanga isaziso esidingekayo, leyolivu ekhokhelwayo iyagqwamba.

Ukwephulwa komthetho

Uma abaqashi bengahambisani nokumiswe umthetho, bangakhokha inhlawulo ka R1 000.00 bese betholwa benecala lokwephula umthetho.

Uma kubakhona ukungqubuzana phakathi komqashi nomsebenzi, bangakuthatha lokho kungezwani bakuse emnyangweni wezemandla abasebenzi, noma bacele izalulekokwizikhungo ezinjengasehosisini lokwaluleka lase Mgungundlovu (inombolo yocingo 426368) noma ezinye zosizo lomthetho.

Izimpesheni

Abasebenzi basezindlini abaningi bafika esikhathini somhlalaphansi benomthanyana omncane wemali. Nakuba wonke umuntu ethi uma eqa iminyaka ethize yobudala bese ebe semgqeni wokuhola impesheni yobudala, lokhu akuzaneli izidingo zabo. Ngaphezu kwalokho, uma oholo impesheni enenye ingeniso mali yangasese ngaphezu kwengxenyethize yempesheni kahulumeni, labo abamelwe ukuthola impesheni kahulumeni.

Iningi lezindlela zezimpesheni zabasebenzi basezindlini ziyatholakala, kanti kuveziwe ukuthi umsebenzi wasendlini nomqashi baxoxisane ngalokhu, bese ebhekela izidingo zomsebenzi ngokuyikho.

Isivumelwano

Kuphanyisiwe ukuthi umqashi nomsebenzi babe nesivumelwano esibhalwe phansi esizwakala kahle-hle nekuvumelene ngosozinhlangothi zombili. Lokhu kwenza zicacelwe zombili izinhlangothi ngamulungelo azo kanye nangokwenza okungabalulekile isidingo sokuba umqashi agcine izincwadi zamahora asetshenziwe neminye imininingwane.

Ngezansi izibonelo zezivumelwano zo:

- Msebenzi wasendlini ohlala khona.
- Msebenzi wasendlini ongahlali khona osebenza izinsuku ezingaphezu kwezintathu ngesonto.
- Osebenza izinsuka ezikhethiwe (osebenza izinsuku ezintathu noma ngaphansi ngesonto).

Lokhu akuvikeli noma ibuphi ubudlelwano obuphakathi komqashi nomsebenzi. Thintana nehovisi lokwaluleka laseMgungundlovu (0331-426368), uMnyango wezemandla abasebenzi ummeli noma ophathelene nezabasebenzi ukuze uthole ulwazi oluthe thuthu neseluleko uma isimo sakho sehluka kakhulu.



Karen Allsopp

ISIVUMELWANO ESIMILE SOMSEBENZI OHLALA NGAPHAKATHI, OSEBENZA IZINSUKU EZINGAPHEZU KWEZINTATHU NGESONTO

Phakathi kuka.....(faka igama lomqashi), “umqashi”,
kanye no(faka igama lomsebenzi), “umsebenzi”.

1. Umholo

1.1 Umqashi kumele akhokhele umsebenzi umholo ongango R ngenyanga, osukwini lokugcina lokusebenza lwaleyonyanga.

1.2 Ukwengeza kuleyo mali umhlolo womsebenzi kumele uhlanganise inkokhelo yokuthi umqashi umnikeze indawo yokulala kanye nokudla engabalelwa ku R100.00 ngenyanga (kungaba engaphezulu kuya ngesivumelwano somqashi nomsebenzi).

2. Amahora okusebenza

(Ngokujwayelekile amahora okusebenza awabi ngaphezu kuka - 46 ngeSonto)

Amahora okusebenza ame kanje:

uMsombuluko, ngo..... kuya ku.....
uLwesibili, ngo kuya ku.....
uLwesithathu, ngo kuya ku.....
uLwesine, ngo kuya ku.....
uLwesihlanu, ngo kuya ku.....
uMgqibelo, ngo kuya ku.....
iSonto, ngo kuya ku.....

Uma kuba noshintsho emahoreni okusebenza loloshintsho kumele luqoshwe phansi lusayindwe yinhlangothi zombili.

3. Isikhathi eseqile

Umsebenzi kumele asebenze amahora angeqile kwamathathu ngelanga uma enxuswe umqashi ngesizathu esizwakalayo ukuba enze njalo, ngaphandle uma ubude besikhathi eseqile esisetshenzwe umsebenzi kunoma iliphi isonto singezukweqa emahoreni ayishumi. Imali yesikhathi eseqile kumele ibalwe ngokuphindaphindwe ngo 1 1/3 emalini umsebenzi ayihola ngehora (lokhu kumele kubalwe ngendlela echazwe esigabeni 1.2).

4. Ukusebenza ngamaSonto

Uma umsebenzi esebenza amahora amane ngaphezulu noma ngaphansana kwalokho ngeSonto, kumele akhokhelwe okungangaphansi komholo wosuku. Uma umsebenzi esebenze ngaphezulu kwalokho angakhokhelwa:

4.1 Umholo wezinsuku ezimbili noma umholo wesikhathi esigcwele kuya ngokuthi ikuphi okuthe xaxa: noma

4.2 okhokhelwe ngokuphindaphindiwe ngango 1 1/3 womholo owejwayelekile wesikhathi esigcwele asisebenzile bese enikezwa ilivu yosuku olulodwa ekhokhelwa ngokugcwele zingakapheli izinsuku eziyisikhombisa zalelosonto. Umholo kumele ubalwe ngendlela echazwe esigabeni 1.2.

5. Amaholide asemthethweni

Umsebenzi kumele anikezwe ilivu ekhokhelwayo ngalezinsuku:

UNCibijane
IPhasika
Usuku Lomndeni
Usuku Lamalungelo Abantu (21 March)
Usuku Lomthethosisekelo (27 April)
Usuku Labasebenzi (1 May)
Usuku Lentsha (16 June)
Usuku Labesifazane (9 August)
Usuku Lamasiko (24 September)
Usuku Lokubuyisana (16 December)
UKhisimusi
Usuku Loxolo (26 December).

Uma umsebenzi esebenze ngolunye lwalezinsuku ezibhalwe ngenhla, kumele akholwe

5.1 Umholo ophindwe kabili noma
5.2 okuphindaphindwe ngango 1 1/3 emholweni ojwayelekile bese enikezwa ilivu yosuku olulodwa ezinsukwini eziyisikhombisa zokusebenza ngoleholide elisemthethweni; lapho-ke

ukukhokhelwa kumele kuhambisane ngendlela echazwe esigabeni 1.2.

6. Izikhathi zokudla

Umsebenzi kumele anikezwe ihora lesikhathi sokudla kwasemini emva kwamahora angeqile kwamahlanu (5) okusebenza noma ngaluphi usuku.

7. Ilivu

Umqashi kumele anikeze umsebenzi izinsuku eziyishumi nane zelivu ngonyaka.

8. Ilivu yokugula

Umsebenzi kumele athole ilivu yokugula njengoba kuchaza umthetho wezindlela zokugulwa.

9. Isaziso

Umqashi noma umqashwa uyonikeza okungenani isaziso esibhaliweyo senyanga eyodwa sokwaphula isivumelwane somsebenzi, lesaziso kumele sikhishwe ngaphambili noma osukwini lokuqala lwenyanga leyo eyobe isingeyesaziso.

Isayinwe e.....
ngomhlaka.....
(Igama lomqashi).....
Isayinwe e.....
ngomhlaka.....
(Igama lomsebenzi).....

Umsebenzi uyakwamukela ukuthi lesisivumelwane usihumushelwe ngolimi lwakhe,

Iwe.....
kuhumusha u.....

ngomhlaka.....
nanokuthi uyakuqonda okuqukethwe
ilesivumelwane.

UMBONO NGESIVUMELWANO SOSEBENZA NGEZINSUKU EZITHILE

(umsebenzi osebenza izinsuku ezintathu noma ngaphansi ngesonto)

phakathi kuka(faka igama lomqashi), "Umqashi",
kanye no(faka igama lomsebenzi), "Umsebenzi".

1. Umholo

Umqashi kumele akhokhele umsebenzi umholo ongango Rngenyanga, osukwini lokugcina lokusebenza lwaleyonyanga.

2. Amahora okusebenza

(Ngokujwayelekile amahora okusebenza awabi ngaphezu kuka - 46 ngeSonto)

Amahora okusebenza ame kanje:

uMsombuluko, ngo kuya ku.....
uLwesibili, ngo kuya ku.....
uLwesithathu, ngo kuya ku.....
uLwesine, ngo kuya ku.....
uLwesihlanu, ngo kuya ku.....
uMgqibelo, ngo kuya ku.....
iSonto, kusukela ku kuya ku.....

3. Isikhathi eseqile

Umsebenzi kumele asebenze amahora angeqile kwamathathu ngelanga uma enxuswe umqashi ngesizathu esizwakalayo ukuba enze njalo, ngaphandle uma ubude besikhathi eseqile esisetshenzwe umsebenzi kunoma iliphi isonto singezukweqa emahoreni ayishumi. Imali yesikhathi eseqile kumele ibalwe ngokuphindaphindwe ngo 1 1/3 emalini umsebenzi ayihola ngehora.

4. Ukusebenza ngamaSonto

Uma umsebenzi esebenza amahora amane ngaphezulu noma ngaphansana kwalokho ngeSonto, kumele akhokhelwe okungangaphansi komholo wosuku. Uma umsebenzi esebenze

ngaphezulu kwalokho angakhokhelwa:

4.1 Umholo wezinsuku ezimbili noma umholo wesikhathi esigcwele kuya ngokuthi ikuphi okuthe xaxa: noma
4.2 okhokhelwe ngokuphindaphindiwe ngango 1 1/3 womholo owayelekile wesikhathi esigcwele asisebenzile bese enikwezwa ilivu yosuku olulodwa ekhokhelwa ngokugcwele zingakapheli izinsuku eziyisikhombisa zalelosonto.

5. Amaholide asemthethweni

Umsebenzi kumele anikezwe ilivu ekhokhelwayo ngalezinsuku:

UNCibijane
IPhasika
Usuku Lomndeni
Usuku Lamalungelo Abantu (21 March)
Usuku Lomthethosisekelo (27 April)
Usuku Labasebenzi (1 May)
Usuku Lentsha (16 June)
Usuku Labesifazane (9 August)
Usuku Lamasiko (24 September)
Usuku Lokubuyisana (16 December)
UKhisimusi
Usuku Loxolo (26 December).

Uma umsebenzi esebenze ngolunye lwalezinsuku ezibhalwe ngenhla, kumele akholwe

5.1 Umholo ophindwe kabili noma
5.2 okuphindaphindwe ngango 1 1/3 emholweni owayelekile bese enikwezwa ilivu yosuku olulodwa ezinsukwini eziyisikhombisa zokusebenza

ngoleloholide elisemthethweni.

6. Izikhathi zokudla

Umsebenzi kumele anikezwe ihora lesikhathi sokudla kwasemini emva kwamahora angeqile kwamahlanu (5) okusebenza noma ngaluphi usuku.

7. Ilivu

Umqashi kumele anikeze umsebenzi izinsuku eziyishumi nane zelivu ngonyaka.

8. Ilivu yokugula

Umsebenzi kumele athole ilivu yokugula njengoba kuchaza umthetho wezindlela zokuqashwa.

9. Isaziso

Umqashi noma umqashwa uyonikeza okungenani isaziso esibhaliweyo senyanga eyodwa sokwaphula isivumelwane somsebenzi, lesaziso kumele sikhishwe ngaphambili noma osukwini lokuqala lwenyanga leyo eyobe isingeyesaziso.

Isayinwe e.....

ngomhlaka.....

(Igama lomqashi).....

Isayinwe e.....

ngomhlaka.....

(Igama lomsebenzi).....

UMBONO NGESIVUMELWANO SOMSEBENZI WOSUKU

(isibonelo: umsebenzi osebenza izinsuku ezintathu nangaphansi ngesonto)

phakathi kuka(faka igama lomqashi), "Umqashi",
kanye no(faka igama lomsebenzi), "Umsebenzi".

1. Izinsuku namahora

asesetshenziwe

(Ubuningi bamahora ajwayelekile okusebenza angasetshenzwa ngosuku angaba u9 1/4).

Umsebenzi angamsebenzela umqashi lamahora alandelayo ngalezinsuku ezilandelayo:

(Izinsuku namahora esivumelwano - izinsuku ezingevile kwezintathu nge- Sonto) kanje:

uMsombuluko ngo kuya ku.....
uLwesithathu ngo kuya ku.....
uLwesihlanu ngo kuya ku.....

(Izikhathi zokudla zingehlanganiswe namahora okusebenza).

2. Umholo

Umqashi kufanele akhokhele umsebenzi imali engango R ngeviki noma ngeNyanga, esilele ikhokhelwe ngosuku lokugcina lokusebenza lwenyanga (cisha loko okungadingekile).

3. Isikhathi eseqile

Umsebenzi kumele asebenze amahora angeqile kwamathathu ngaphezulu ngosuku uma enxuswa umqashi ngesizathu esizwakalayo sokuba enze njalo, ngaphandle kwaloko ubude besikhathi esengezwe esisetshenzwe umsebenzi kunoma iliphi isonto bungezweqa emahoreni alishumi (10). Imali yesikhathi eseqile kumele ibalwe ngokuphindaphindiwe ngango 1 1/3 emalini umsebenzi ayihola ngehora.

4. Ukusebenza ngamaSonto

Uma umsebenzi esebenza ngeSonto amahora amane noma ngaphansi kumele akhokhelwe okungangaphansi komholo wosuku. Uma esebenze ngaphezulu kwalokho angakhokhelwa

okungenani:

4.1 Umholo wesinsuku ezimbili noma umholo wesikhathi esigcwele kungaya ngokuthi yikuphi okuthe xaxa: noma
4.2 akhokhelwe ngokuphindaphindiwe ngango 1 1/3 womholo owayelekile wesikhathi esigcwele bese enikwezwa ilivu yosuku olulodwa ekhokhelwa ngokugcwele ezinsukwini eziyisikhombisa zalelosonto.

5. Amaholide asemthethweni

Uma elinye lalamaholide abalwa ngezansi liqondana nosuku lokusebenza, umsebenzi kumele anikezwe ilivu ekhokhelwayo ngaleloholide.

Amaholide asemthethweni ilawa:

UNCibijane
IPhasika
Usuku Lomndeni
Usuku Lamalungelo Abantu (21 March)
Usuku Lomthethosisekelo (27 April)
Usuku Labasebenzi (1 May)
Usuku Lentsha (16 June)
Usuku Labesifazane (9 August)
Usuku Lamasiko (24 September)
Usuku Lokubuyisana (16 December)
UKhisimusi
Usuku Loxolo (26 December).

Uma umsebenzi esebenze ngolunye lwalezinsuku zamaholide abalwa ngenhla, angakhokhelwa okungenani:

5.1 Umholo owayelekile ophindwe kabili, noma
5.2 Umholo owayelekile bese enikwezwa ilivu yosuku olulodwa ezinsukwini eziyisikhombisa zokusebenza kuleloholide.

6. Izikhathi zokudla

Umsebenzi kumele anikezwe isigamu sehora sesikhathi sokudla emva kwamahora angeqile kwamahlanu (5) okusebenza kunoma iluphi usuku lokusebenza.

7. Ilivu

Umsebenzi kumele athole usuku olulodwa oluyilivu yokugula ahole imali egewele ngokusebenza izinsuku ezingamashumi amabili nesithupha eqashiwe ngumqashi.

8. Ilivu Yokugula

Umqashi noma umsebenzi kumele anike umsebenzi obengekho emsebenzini ngosuku olulodwa egula ilivu yokugula ekhokhelwayo uma eseqede izinsuku ezingamashumi amabili nesithupha (26) emsebenzela.

9. Isaziso

Umqashi noma umsebenzi kumele anikeze omunye isaziso sesonto noma senyanga esibhalwe phansi sokuqeda isivumelwano, lesaziso kumele sinikezwe ngosuku noma ngaphambi kosuku lokuqala lwalelosonto noma inyanga. (Cisha lokho okungadingekayo - esesonto uma ehola ngesonto nesenyananga uma ehola ngenyanga.)

Sisayindiwe e.....

ngomhlaka.....

(Igama lomqashi).....

(Igama lomsebenzi).....