

afakwe kwiziqulathi eziphawuliweyo ize intwana yamachiza anobungozi aphawulwe ngokuchanekileyo.

- **Iziqulathi zerhasi ezibotyziweyo**  
Umniki-nkonzo kufuneka azisuse ngoko nangoko iziqulathi zerhasi ezingasasebenziyo kumasango ePalamente aze kananjalo aqinisekise ukuba iziqulathi zilahlwe ngokwemfuno esemthethweni ukuze kuthintelwe ukusetyenziswa kwakhona okuyingozi.

## Amaphulo aseza kwenziwa

- **Ukulahla i-oyile ekuphekwa ngayo**  
IPalamente ikwiphulo lokuthenga iziqulathi zokusetyenziswa kwakhona kwe-oyile ekuphekwa ngayo esele isebenzile ngokuthi ziyiguqule loo oyil eilahliweyo ziyenze idizili. Asikhuthazwa isimbo sokuchithwa kwe-oyile yokupheka kwimisele yamanzi.
- **Ukususwa nokusetyenziswa kwakhona kwenkunkuma yamaphepha**  
IPalamente iqesha umniki-nkonzo omtsha wokususa inkunkuma yamaphepha ukuze isetyenziswe kwakhona. Zonke ii-ofisi ezisePalamente ziza kunikwa iibhokisi zenkunkuma yamaphepha ekuzakuqokelelwa kuyo inkunkuma yamaphepha. Ezi bhokisi ziya kuchithwa rhoqo ngeveki.

Inyathelo ngalinye lokukhusela okusingqongileyo kwethu, ukonga umbane nokunciphisa inkunkuma linendima eliyidlalayo. Luxanduva olungentlalo lwabo bonke abemi baseMzantsi Afrika, kuquka onke aMalungu kunye nabasebenzi bePalamente ukulondoloza okusingqongileyo ukuze kuxhanyulwe sisizukulwana esizayo size kananjalo sikhuthaze ngenkcubeko yophuhliso oluyakuhlala luhleli.



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Ipalamente  
inika umkhombandlela...



IPalamente yoMzantsi Afrika iseke uMgaqo-nkqubo woLawulo lweNkunkuma njengexalenye yesicwangciso esihambelana nolawulo lwendawo yokusebenzela ekhuselekileyo nesebenzayo. UMgaqo-siseko uthi abantu baseMzantsi Afrika banelungelo lokuhlala kwindawo engenabuzaza kwimpilo okanye kwisimo sabo sokuphila. Oku kuquka ukukhuselwa kwendawo ngemithetho efanelekileyo kwanamanye amanyathelo okuthintela ungcoliseko kunye nokuthotywa komgangatho womhlaba, ukukhuthaza ulondolozo kunye nokwenza uphuhliso lomhlaba oluya kuhlala luhleli. Singawulungisa omnye womonakalo wathwaxa iplanethi yethu ukuba sisonke singathabatha inxaxheba ekwenzeni umahluko.

IPalamente izinikele ekuqinisekiseni kokhuseleko lwempilo kwanokhuseleko lwaMalungu nabasebenzi basePalamente kunye nabo bonke abantu abasebenza okanye abangena ngokusemthethweni kumasango ayo. Iziko lizinikele ekugcineni amasango ePalamente ekumgangatho ophezulu wokubonelela ngendawo yokusebenzela ekhuselekileyo kwanesempilweni, lithintele lize lilawule ngokukuko imingcipheko ekhoyo kwindawo ekusetyenzelwa kuyo.

## Indima kwanoxanduva lwepalamente ekuoceni indawo esingqongileyo

Uwiso-mthetho olufana noMthetho wezeMpilo noKhuseleko eMsebenzini [Occupational Health and Safety Act (OHS)], lunyanzelisa iPalamente okokuba ibonelele kangangoko inako ngendawo yokusebenzela ekhuselekileyo, iyigcine kananjalo ingenazingozi nabuzaza kwimpilo yabasebenzi bayo. Kulindeleke ukuba abasebenzi baphathisane nomqeshi ekuqinisekiseni ukuba iimfuno zoMthetho ziyafezekiswa. IPalamente inoxanduva lokwazisa bonke abasebenzi bayo ngokubaluleka kokulondolozo indawo abasebenzela kuyo, kwanangendima kunye neemfanelo zabo kulo mbvandela.

## Imigaqo kunye neenkqubo

IPalamente idale isicwangciso esihambelana nolawulo lwendawo yokusebenzela ekhuselekileyo kwanesebenzayo, kuquka ukusekwa koMgaqo-nkqubo woLawulo lweNkunkuma,

Injongo yoMgaqo-nkqubo kukubonelela ngobume bokuziswa kweenkonzo ngokulinganayo kubasebenzi nabantu bangaphandle abakumasango ePalamente, nkonzo ezo ezifikelelekayo neziya kuhlala ixesha elide. Umgaqo-nkqubo ujolise ekuqinisekiseni ngokulahlwa kwenkunkuma



ngokukhuselekileyo njeenjongo zokunciphisa ungcoliseko, ukukhulisa ukusetyenziswa kwezinto ezilahlweyo nokuqinisekisa ukuba inkunkuma ephuma ePalamente iphathwa ngokwemigaqo equlathweyo.

## Ukongama umbane

IPalamente ikhuthaza ngokusetyenziswa kwezibane ezonga umbane ngeenjongo zokunciphisa inkunkuma, ukongama umbane kwaneendleko. Izibane ezonga umbane zisetyenziswa ekukhanyiseni kwiindawo zikawonke-wonke naseziphasejini zasePalamente.

## Ukulawulwa kwenkunkuma

“Inkunkuma” yiyo nayiphi na into, enokuba yeyomoya, eyolwelo okanye ephathekayo okanye nayiphi na edibene nezi, ethi isekwe rhoqo nguMphathiswa weSizwe wezOkusingqongileyo kunye noKhenketho ngesaziso esikhutshwa kwiGazethi kaRhulumente.

## ULawulo lweNkunkuma ePhathekayo

- **Inkunkuma**  
Inkunkuma iqokelelwa mihla yonke ifakwe kwiingxowa zeplastiki ekunokubonwa ngapha kwazo.nakwiziqukathi ezivela kwiindawo zonke zize zisiwe kwiindawo ezigunyazisiweyo zokugcina inkunkuma.
- **Inkunkuma kumaziko ezempilo**  
Inkunkuma yamayeza ifakwa kwiziqukathi zeplastiki ezisemgangathweni (ezimthubi) zize zisuswe ngumniki-nkonzo onesivumelwano rhoqo okanye xa kuyimfuneko.
- **Inkunkuma yombane**  
Zonke izibane ezonga umbane ezingasasebenziyo zithathwa zisiwe kwindawo yokuzicola, zicolwe ngokukhuselekileyo.
- **Inkunkuma yolwelo**  
Inkunkuma yolwelo ifakwa kwiziqukathi/iinkonkxa eziphawuliweyo ezisemgangathweni zize zisuswe rhoqo.
- **Inkunkuma yamachiza**  
Amachiza afakwa kwindawo etshixwayo egcina amachiza ukuthintela ukusetyenziswa ngokungekho mthethweni. Onke amachiza kufuneka