

# AKUNASIXAZULULO EZINDABENI ZAMAHOLO

**PRETORIA, ngoLwesithathu 27 kuNdasa 2019** - Ngempelasonto abakwa-SARS baqinisekisile ukuthi bafike kwangqingetshe nezinyunyana i-PSA ne-NEHAWU ezingxoxweni zokunyuswa kwemiholo nokwenziwa ngcono kwezimo zokusebenza kanjalo nezinzuzo kubasebenzi abangamalungu ezinyunyana.

Lo ngqingetshe ufike emva kwezingxoxo ezithathe izinyanga elokhu zaqala kuLwezi 2018.

Izinyunyana zadlulisela udaba kwa-CCMA kuNhlolanja 2019 kodwa phezu kokungaboni ngaso linye, amaqembu aqhubekile nezingxoxo ngokuzama ukuxazulula lolu daba.

Kuzidingo zokuqala ezingama-26 ezethulwa izinyunyana, amaqembu ngokuxoxisana akwazile ukuvumelana kwezingi zazo, kodwa kusele ezi-4 ezibalulekile okungakavunyelwana ngazo.

Abakwa-SARS basemukela isitifiketi sakwa-CCMA esakhishwa mhla ziyi-19 kuNdasa 2019 esishoyo ukuthi udaba aluxazululekanga, esihambisana neMithetho yokuBhikisha nokuthi zombili izinyunyana i-PSA ne-NEHAWU zihlinzeke abakwa-SARS ngesaziso esisemthethweni senhloso yokuqala umbhikisho kusasa, ngoLwesine mhla zingama-28 kuNdasa 2019.

Bafike kwangqingetshe besemahhovisi akwa-CCMA lapho abakwa-SARS bebebeka etafuleni ukunyuswa kwemiholo ngo-7% okuyi-CPI ihlanganiswa no-2.9% ngokwezinga lokwehla nokunyuka kwamandla emali kuka-4.1% okwashicilelwa kuNhlolanja. Abakwa-SARS bathi lokhu abakubeka etafuleni ikona okufanele nabakubona kunobulungiswa uma kubhekwa ukuthi kungaphezulu kude le nalokhu ezinye izikhungo zikahulumeni ezikunikwayo kanjalo nezinye izimboni.

Abakwa-SARS bangakwazi ukuxoxisana kulokhu okulingana nephakethe labo nakho okuwumthelela wezinto eziningi ezifana nokukhula komnotho, umphumela wemali engenayo eqoqiwe kanjalo nokuncishiswa kwesabelo sesibonelelo esivela kuMgcinimafa kaZwelonke.

Iminingwane yesimo sakwa-SARS sezimali kunyakamali ka-2019/20, kuze kufike ezingeni le-ledger ejwayelekile azange kudalulwe nje kuphela kuzinyunyana ethimbeni elihlanganisile elijutshelwe ukusebenza ngezimali, kodwa izinyunyana zanikwa ithuba lokuthi zibe negalelo nazo kulokhu okungabhekwa kusabiwomali seminyaka emithathu ezayo kubandakanya izindawo lapho kumele kuncishiswe khona ukusetshenziswa kwezimali/izindleko.

Abakwa-SARS kufanele ukuba banciphise kusabiwomali nasezindlekweni zokuhamba kanti futhi akukho ngisho ukuhlinzekela kwamabhonasi kanjalo nemifundaze yangaphandle ngenxa yakho belu ukushoda kwesabiwomali okukhona.

Abakwa-SARS bazichazele izinyunyana ukuthi banomthwalo omkhulu kunokubhekana nokunyuswa kwemiholo nje kuphela. Kumele baphinde babheke nesimo sezimali zesikhungo kule minyaka emithathu ezayo, ikakhulukazi uma kubhekwa ukuntenga komnotho kanye nesimo samanje kanjalo nokushoda kwesabiwomali sakwa-SARS.

Kumele sikuqonde ukuthi nakuphi ukunyunyiswa kwamaholo okungaphezu kwephakethe namandla abakwa-SARS kungaba nomthelela omubi ekusebenzeni kuka-SARS ngezinga eliphezulu eminyakeni ezayo.

Abakwa-SARS bayisikhungo esibalulekile kulelizwe kanti umsebenzi wabo uthinta bonke abantu baseNingizimu Afrika. Izintela ezingaqoqiwe ziba nomthelela omubi ekuhanjiseni kwezidingo ezibalulekile kubantu lapho imali eningi eqoqiwe iya emisebenzisi efana nemfundo, usizo lwezempilo, ukuvikelwa komphakathi kanjalo neminye imisebenzi yomphakathi. Abakwa-SARS nabasebenzi babo bayaziqhenya ngendima edlalwa abakwa-SARS kuntando yethu yeningi.

## **ABAKWA-SARS BANIKE IZINYUNYANA LOKHU**

Abakwa-SARS ngokuzinikela kwabo ekuqinisekiseni ukuthi kwenziwa konke okusemandleni ukuxazulula lolu daba kanjalo nokugwema umthelela omubi kungeniso lasezweni okuyilapho abakwa-SARS besebenza khona kwezezimali, bahlangana nezinyunyana ngoMsombuluko mhla zingama-25 kuNdasa kwaze kwaba sebusuku.

Kulo mhlango, abakwa-SARS babeka ukunyunyiswa kwemiholo ngokwehlukana kubasebenzi abangamalungu ezinyunyana ngoba bezama ukulungisa ukungalingi ezindabeni zamaholo kanjalo nokuvula igebe elilokhu likhula emihloweni elibangelwa ukunyunyiswa kwemiholo ngokulinganayo kubo bonke abantu. Le ndlela izokwenza ukuthi abasebenzi bakwa-SARS abasebenza ngokuzimisela abahola kancane benganyuselwa imiholo okungafinyelela ku-9.2% (CPI kuhlanganiswa no-5.1%). Kule ndlela, abekho abasebenzi abazothola ukunyunyiselwa komholo okungaphansi kuka-5.2% (CPI kuhlanganiswa no-1.1%).

Ngebhadi lesi siphakamiso sachithwa yizinyunyana ziphoqa ukuba kunyunyelwe wonke umuntu ngo-11.4%.

Izingxoxo ziqhubekile izolo, ngoLwesibili mhla zingama-26 kuNdasa 2019 kwaze kwaba ntambama phakathi kobuholi bakwa-SARS nabaholi bezinyunyana. Izingxoxo bezigxile esiphakamisweni esenziwe uMxolelanisi wakwa-CCMA samhla ziyi-8 kuNdasa sokunyunyiswa kwamaholo ngo-8% ukuzama ukuxazulula lolu daba. Isiphakamiso soMxolelanisi wakwa-CCMA sibandakanya lokhu okulandelayo:

- ukunyunyiswa kwemiholo yawo wonke umuntu ngo-8% isikhathi esisodwa
- ukwethulwa kwezinsuku zokuhlala ekhaya ngaphambi kokubeletha
- ukunyunyiswa kwemihlomulo yokusebenza isikhathi eside ngephesenti elilinganayo nelokunyunyiswa komholo
- kungabikho zinguquko ezinzuzweni zezinsuku zokuhlala ekhaya ungezi emsebenzini
- ukwethulwa kwezinsuku zokuhlala ekhaya eziqondene nomndeni kube yisikhathi esiseminyakeni emibili

Abakwa-SARS, sebebheke zonke izingqinamba zezimali ababhekene nazo babe sebebeka etafuleni u-8%, nomgomo othi kube yisivumelwano sesikhathi esiphindiwe okuzoqaliswa mhla lu-1 kuMbasa 2019. Lokhu kubandakanya isivumelwano sokunyunyiswa kwemiholo ngo-8% onyakeni wokuqala okuncike kusiphakamiso sakwa-CCMA, bese kuba yi-CPI ihlanganise no-1% eSivumelwaneni sonyaka wesi-2 nowesi-3.

Phezu kwalokho ukukhombisa ukuzinikela, okubekwe etafuleni kubandakanya ukuvuma kwabakwa-SARS izidingo zezinsuku zokuhlala ekhaya ngaphambi kokubeletha, ukunyunyiswa kwemiklomelo yokusebenza isikhathi eside kanjalo nokungaguquki kwezinsuku zelivu/zokuhlala ekhaya. Ilivu yokubhekana nezindaba zomndeni izodingidwa nethimba elijutshiwe kanye nezinye izindaba ezizodingidwa yilelo thimba elijutshiwe.

Lapho abakwa-SARS nezinyunyana bephambana khona ngemibono kusephuzwini lesikhathi sesivumelwano.

Yize izinyunyana zingavumelani nesivumelwano sezikhathi eziphindiwe, abakwa-SARS bachazile ukuthi ukuze bona bakwazi ukuhlela kabusha izincitho zabo ukuze bakwazi ukunyusa imiholo ngo-8%, kudingeka ukuthi babe nesivumelwano sezikhathi eziphindiwe baze baqinisekise ukuthi isimo sezimali esikhungweni zima kahle ngokubheka uhloko lokusebenza lwezimali oHlakeni lokusebenza lweNcitho yaPhakathi nonyaka i-Medium-Term Expenditure Framework (MTEF), kanjalo nesikhathi esidingekayo ukusondela eongeni okuzomele isikhungo sikwenze ukuze sikwazi ukunyusa imiholo ngo-8%.

Phezu kwalokho, isivumelwano sezikhathi eziphindiwe sizozinzisa ubudlelwano phakathi komqashi/nomqashwa esikhathini nokuzokwenza ukuthi bakwa-SARS bakwazi ukugxila kulokhu okubalulekile okumele kuthuthukiswe ukuyisa isikhungo phambili.

Ngobhadi izinyunyana zikuchithile okubekwe abakwa-SARS etafuleni ngaphandle kokuza nesinye isiphakamiso.

Njengoba lokhu bekuyisiphakamiso esibheke ukuxazulula lolu daba, ukuchitha kwezinyunyana isivumelwano sezikhathi eziphindiwe okubekwa abakwa-SARS etafuleni kwenze ukuthi abakwa-SARS babuyele esiphakamisweni sabo sangaphamili sokunyuswa kwemiholo ngo-7% kubo bonke abantu kwesikhathi esisodwa, okuncike kulokhu abanakho ephaketheni nokungaphazamisi ukuzinza kokusebenza kwesikhungo eminyakeni emithathu ezayo. Kodwa-ke, uma izinyunyana zikhuluma namalungu azo bese amalungu ekwamukela okubekwa abakwa-SARS etafuleni okuwukunyuka kwemiholo ngo-8% kubo bonke abantu, kanye ne-CPI ehlanganiswa no-1% eminyakeni elandelayo, lolu daba luzoxazululeka.

## **ABAKWA-SARS BAFUNA KUNGENELELE ABAKWA-CCMA**

Yize abakwa-SARS belazi ilungelo labasebenzi lokubhikisha, bayawazi futhi nomthwalo wombuso wokuqinisekisa ukuthi unezinsiza ezanele zokuhlinzeka izakhamizi ngosizo lwezempilo, amanzi nokudla okwanele, ukwesekwa komphakathi, ezezindlu kanjalo nemfundo eyisisekelo.

Kuzowusiza umphakathi ukuthi lolu daba luxazululeke uma sibheka ukubaluleka kwendima edlalwa abakwa-SARS ekuqoqweni kwemali engenayo. Ngakho-ke, izolo abakwa-SARS bafake isicelo kwa-CCMA sokuba bangenelele ngokweSigaba-150A soMthetho weziNdaba zabaSebenzi i-Labour Relations Act ukuba uMqondisi wakwa-CCMA angenelele ngenhloso yokuzama ukuxazulula lolu daba.

## **UKUQHUTSHEKWA NOKUSIZWA KWABAKHOKHINTELA**

Abakwa-SARS bakwenze konke okusemandleni nokulingana nephakethe labo ukuxazulula lokhu kungqubuzana nokugwema ukubhikisha. Kodwa-ke, njengoba izinyunyana zikuchithile lokhu okuphakanyiswe abakwa-SARS kamuva, abakwa-SARS abakwazi ukungakuthatheli ekhanda ukuthi umbhikisho ungase uqhubeke ngoLwesine mhla zingama-28 kuNdasa 2019.

Ubuholi bakwa-SARS nabasebenzi bayazi ukuthi sisesikhathini esibalulekile emkhankasweni wethu wokuqoqwa kwentela kanti futhi bafuna ukuqinisekisa abantu baseNingizimu Afrika ukuthi zikhona izinhlelo nezinqubo ezikhona nabasebenzi abazinikele bakwa-SARS abazokwazi ukunika abakhohkintela izidingo zabo.

Abakwa-SARS bazilungiselele kanti futhi banezinhlelo zokuzama ukuthi usizo lwabakhokhintela lungaphazamiseki emagatsheni akwa-SARS nasemachwebeni okungenwa kuwo uma kwenzeka i-PSA ne-NEHAWU beqhubeka nokubhikisha abakuhlele.

Abakwa-SARS banxusa ukuba umphakathi uzwelane nabo njengoba kuzoba khona ukulibaziseka okulindelekile kanti futhi baphakamisa ukuba abakhokhintela basebenzise usizo lwe-inthanethi uma bezokwazi kanti abakwa-SARS bona basenethemba lokuthi ukungenelela kwabakwa-CCMA kuzolekelela ekuxazululeni lolu daba.