**Intela nokudilizwa emsebenzini**

Ubhekene nesikhathi esinzima emsebenzini wakho kanti ungase udilizwe; ukuze sikweseke, siphendula imibuzo nayo ngokuthi ukudilizwa kwakho kungazithinta kanjani izindaba zakho zentela.

**Ngihlomula kanjani?**

Lapho udilizwa emsebenzini, umqashi wakho angase akukhokhele imali eyisamba ngokukumisa ukusebenza, kanti lesi samba singase sibizwe ngomhlomulo wokuphelewa umsebenzi. Kusukela mhla lu-1 kuNdasa 2011, izilinganiso zentela ezikhethekile ezisebenza kumihlomulo yokuphelwa umsebenzi lapho zisebenze khona, lapho u-R315,000 wokuqala womhlomulo wokuphelelwa umsebenzi ubungatheliswa. Kusukela mhla lu-1 kuNdasa 2014, u-R500,000 wokuqala awutheliswa. U-R315,000 kanye no-R500,000, noma ikuphi okusebenzayo, ingase inciphe ngenxa yemihlomulo eyehlukene yemali eyisamba esikhwameni somhlalaphansi noma imihlomulo yokuphelelwa umsebenzi ebiyamukelwe esikhathini esedlule.

**Isungqangi:** Inkokhelo yomhlabakhefu, inkokhelo yesaziso sokuyeka umsebenzi kanye namabhonasi e-pro-rata okukhokhwa ngesikhathi sokumiswa emsebenzini akungeni ngaphansi komhlomulo wokuphelelwa umsebenzi kanti futhi itheliswa ngesilinganiso sentela esivamile esisebenza kubantu.

**Ingekabani?**

Ukuze ufaneleke kusilinganiso sentela esikhethekile esisebenza emihlomulweni wokuphelelwa umsebenzi ngenxa yokudilizwa, umqashi wakho kumele kube ukuthi ukukhokhele imali eyisamba ngenxa yokuthi, phakathi kokunye, uphelelwe umsebenzi noma ukulahlekelwe.

Phezu kwalokhu okubalulwe ngenhla, uzofaneleka kuphela kusikhuthazi sentela uma:

* usufikile eminyakeni yobudala engama-55 ngesikhathi odilizwa ngaso; noma
* ukudilizwa noma ukulahlekelwa kwakho umsebenzi kungenxa yokuthi awusakwazi nhlobo ukwenza umsebenzi ehhovisi noma umsebenzi, isibonelo, ukugula, ingozi noma ukulimala; noma
* umsebenzi uphele noma ukulahlekele ngenxa yokuthi umqashi wakho uyekile (noma uhlose ukuyeka) ukuhweba, noma ngenxa yokuthi umqashi wakho ehlisa izisebenzi ngokujwayelekile.
* Angeke ufaneleke ukuthola isivumelwano sentela ngokwemihlomulo yokuphelelwa umsebenzi uma noma ingasiphi isikhathi ubunamasheya noma inzalo yobulungu engaphezulu kuka-5% enkampanini okuyiyo ekukhokhela umhlomulo wokuphelelwa umsebenzi.

**Ngiyidalula kanjani inkokhelo yemali eyisamba?**

Umqashi wakho uzothumela isicelo somyalelo wentela kwaSARS ngaphambi kokuba isamba semali sikhokhwe kuwe. Umqashi wakho uzofaka isicelo somyalelo wentela ngokugcwalisa ifomu elibizwa nge-IRP3(a), bese elithumela kwaSARS. Lapho selitholakele leli fomu, uSARS uzobe usubala ukuthi imalini imali yentela yesisebenzi okumele umqashi wakho okumele abambe umhlomulo wokuphelelwa umsebenzi, uzobe usuthola usuthola umhlomulo osukhishwe intela ozophuma kumqashi wakho.

Umqashi wakho uzokunika isitifiketi sentela esaziwa nge-IRP esizobe siveza inani elingacozuliwe lomhlomulo kanye nentela yesisebenzi eyayibanjiwe. Kuzodingeka ukuba udalule lapho usubuyisa amafomu akho entela yemalingeniso.