
BOARD NOTICE

BOARD NOTICE 119 OF 2014

Preamble to the CSIR Language Policy

The Council for Scientific and Industrial Research (CSIR) is one of the leading scientific and technology research, development and implementation organisations in Africa. It undertakes directed, multidisciplinary research and development for socio-economic growth. The organisation responds to national priorities to help improve the lives of the people of South Africa. In doing so, the CSIR supports the spirit of the Constitution.

Regulation 3 of the Regulations issued under the Use of Official Languages Act (No. 12 of 2012) ("UOLA") requires the CSIR, as a national public entity, to publish its proposed language policy in the *Government Gazette* for public comment before proceeding to publish its adopted language policy. Members of the public are invited to comment on this draft policy.

In summary, in striving to make information about its work more accessible to members of the public, as well as its collaborators in government departments, industry and tertiary education institutions, the CSIR is adopting English, isiZulu and Sepedi as its required three official languages, while also by making available information in additional languages in areas where the organisation has a regional footprint. The CSIR will also endeavour to, as far as it is practical and reasonable, respond to requests and communications sent to it in languages other than the three selected languages of the organisation (English, isiZulu and Sepedi). The CSIR will strive to make more organisational information available in its three official languages as well as in additional languages as the capacity of the organisation's language unit grows.

The selection of the organisation's three official languages is based on maximum reach, through the principle of mutually intelligible languages, covering some 77% of the population – isiZulu and Sepedi having the highest numbers of first language speakers in their categories (Nguni and Sotho languages), according to the 2011 Census conducted by Statistics South Africa. Full details in the proposed policy.

This Policy, once adopted, shall be available in the following three official languages: English; isiZulu; and Sepedi. This policy will – upon reasonable request and subject to the procedure referred to below – be made available in Braille. This Policy shall be available in hard copy format, as well as electronically and a summary thereof will be displayed in the three official languages on the CSIR's external and internal websites, and at the main and regional sites. The Language Unit will – between the date of publication of this draft policy in the *Government Gazette* and 30 November 2014 – develop a procedure to enable members of the public to access this Policy and in developing such procedure, shall also provide a procedure for access to services in South African Sign Language and Braille, and stipulate the time periods that will apply. Such procedure will be published in the final version of the Policy after its adoption by the CSIR Board.

CSIR LANGUAGE POLICY – DRAFT

1. Purpose

1.1 *What it seeks to address*

The CSIR Language Policy gives effect to the South African Constitutional directives on multilingualism and is aimed at ensuring:

- Compliance with, and demonstration of the CSIR's adoption of both the spirit and letter of the Constitution, as well as the Use of Official Languages Act (No. 12 of 2012) ("UOLA") promulgated thereunder
- Demonstrating that, in determining its three official languages as required by UOLA, the CSIR properly considered the factors stipulated in the Constitution, including:
 - Language usage of members of the public that access the services of the CSIR, taking into account both the language needs of such individuals, as well as the language statistics in the population census published by the Statistician-General in terms of the Statistics Act (No. 6 of 1999);
 - The nature of the research that the CSIR conducts and its mandate (as more fully addressed in Annexure "A" attached hereto); and
 - The expenses associated with adopting official languages for government purposes
- Demonstrating that the CSIR considered practical and positive measures that it will take to elevate the status and advance the use of indigenous languages of historically diminished use and status
- Ensuring that communication activities undertaken by the organisation contribute positively to the reputation and brand image of the CSIR

1.2 *Implications*

- Establishing a Language Unit
- Budgetary constraints and implications in terms of translation services
- Translation challenges for scientific terminology
- Promote/raise awareness on the policy internally to ensure compliance

1.3 *Benefits*

- Opportunity for increased visibility and awareness of the organisation's role in improving the lives of South Africans

- Elevating the status and advance the use of indigenous languages of historically diminished use and status
- Providing guidance to both internal and external stakeholders on the CSIR's Language Policy
- Ensuring communication that contributes positively to the CSIR brand image and is aligned with the organisational mandate and all applicable legislation
- Cost-effective approach to communication, while giving effect to legislation

1.4 Regulatory framework

- Section 6 of the Constitution of the Republic of South Africa (No. 108 of 1996)
- The Use of Official Languages Act (No. 12 of 2012) ("UOLA"), as well as the Regulations issued thereunder
- The Scientific Research Council Act (No. 46 of 1988)
- The Public Finance Management Act (No. 1 of 1999) ("PFMA"), as well as the Treasury Regulations issued thereunder
- The Promotion of Access to Information Act ("PAIA") (No. 2 of 2000)
- South African Language Practitioners' Council Act (No. 8 of 2014)

1.5 Links to other documents/policies

- CSIR Conditions of Service
- CSIR Approval Framework
- CSIR Recruitment Policy
- CSIR Procurement Policy
- CSIR Branding Policy
- CSIR Media and Communication Policy
- CSIR PAIA Manual
- CSIR Annual Report

1.6 Stakeholders

- The Department of Science and Technology ("DST") as Executive Authority
- The Department of Arts and Culture as custodian of UOLA
- The Pan South African Language Board (PanSALB)
- Citizens of South Africa
- All clients of the CSIR
- All CSIR employees, in particular the following functions:
 - The CSIR Board as Accounting Authority
 - The CSIR Executive Management Committee
 - CSIR Strategic Alliances and Communication
 - The CSIR Deputy Information Office for purposes of PAIA

2. Policy statements

2.1 General policy statement in support of UOLA

The CSIR supports the promotion of the parity of esteem and equitable treatment of all 11 official languages of the Republic of South Africa, as well as the facilitation of equitable access to services and information.

2.2 Establishing of a Language Unit

A sufficiently resourced Language Unit, to be responsible for the managing of all language matters has been established as part of the Communication function.

2.3 Three official languages

The three official languages that the CSIR will use for government purposes, and which it will so use in the manner as further set out below, are: English, isiZulu and Sepedi. This will ensure maximum reach, through the principle of mutually intelligible languages and based on official data on the spread of first language speakers in South Africa at the time of formulating this policy.

2.4 Scope of application

The CSIR language policy will be employed in the following manner, with regards to the official languages selected and the products that they will apply to:

2.4.1 Use of English

- English will be retained as the organisation's *de facto* corporate language for purposes of both internal and external communication
- As *de facto* corporate language, corporate communication takes place in English
- For purposes of this Policy, 'corporate communication' will include, but not be limited to, the following:
 - The CSIR's Annual Report
 - The Shareholders Compact concluded annually with the DST
 - The CSIR's external corporate website
 - All national and international agreements
 - The CSIR PAIA Manual
 - Recruitment and procurement documents
 - Official organisational newsletters and publications
 - CSIR promotional material

- All internal communication, including organisational policies
- All official notices, government publications and inter- and intra-government communication
- All official internal proceedings, including Board meetings, will be conducted in English
- Internal hearings, such as disciplinary hearings, will be conducted in English, however, upon request, an interpreter will be made available in any other official language.

2.4.2 Use of isiZulu and Sepedi

The CSIR will make select corporate material and summarised organisational promotional material available in isiZulu and Sepedi.

2.5 The role of technology

- The CSIR will actively pursue the incorporation of its research results in language technologies and, where deemed appropriate, technological capabilities will be used to enhance the implementation of this policy
- As part of this initiative, the use of technological innovations, such as text-to-speech, will be explored as a means to ensure that organisational information is made accessible to as wide an audience as possible

2.6 Complaints mechanism for members of the public

- Any complaint related to the CSIR's use of official languages can be lodged in writing to the CSIR Deputy Information Officer for purposes of PAIA
- Any person dissatisfied with the decision of the Deputy Information Officer, as indicated above, may lodge a complaint addressed to the CEO of the CSIR
- All complaints must be directed in writing (e-mail, fax or registered post) and contain the name, address and contact information of the complainant; be lodged within 3 months of the complaint arising; provide a detailed description of the complaint
- Decisions on complaints must be made and communicated in writing to the complainant within 3 months of receipt of the complaint by the CSIR
- Any complainant not satisfied with the decision following the complaints process as set out above can lodge an appeal with the CSIR Board. The appeal must be in writing and lodged within one month of the decision under question.

2.7 Regular monitoring and assessing

- The CSIR will regularly monitor and assess its use of official languages

- The CSIR will regularly monitor and assess compliance with this Policy
- The CSIR will strive to continuously strengthen the work of its Language Unit by collaborating with other institutions to develop science terminology in South Africa's 11 languages

2.8 *Compilation of a report*

- The CSIR will annually compile and submit a report to the Minister of Arts and Culture and to the PanSALB in compliance with the legislative requirements
- The report referred to above, shall include a report on the activities of the Language Unit; the progress made with the implementation of this Policy, and any complaints received and resolutions taken to address such complaints

Annexure A

ABOUT THE CSIR

In existence since 1945, the CSIR is one of the leading science and technology research, development and implementation organisations in Africa. It operates within the mandate as captured as follows in its enabling legislation, being the Scientific Research Council Act (Act 46 of 1988, as amended by Act 71 of 1990):

"The objects of the CSIR are, through directed and particularly multi-disciplinary research and technological innovation, to foster, in the national interest and in fields which in its opinion should receive preference, industrial and scientific development, either by itself or in co-operation with principals from the private or public sectors, and thereby to contribute to the improvement of the quality of life of the people of the Republic, and to perform any other functions that may be assigned to the CSIR by or under this Act."

The CSIR's main site is in Pretoria, while it is represented in other provinces of South Africa through regional offices situated in the Western Cape, the Eastern Cape and KwaZulu-Natal.

BOARD NOTICE 119 OF 2014**Isandulelo seNqubomgomo Yolimi Ye-CSIR**

I-Council for Scientific and Industrial Research (i-CSIR) ingenye yezinhlangano ezihamba phambili kwezocwaningo, ukuthuthukiswa nokusebenziswa kwezesayensi nobuchwepheshe e-Afrika. Yenza ucwaningo olulawuliwe emikhakheni eminingi nentuthuko mayelana nokukhula kwezomnotho womphakathi. Le nhlangano yesabela kulokho okubalulekile kuzwelonke ngenhloso yokusiza ekwenzeni ngcono izimpilo zabantu baseNingizimu Afrika. Ngokwenza lokhu, i-CSIR yeseka inhloso yoMthethosisekelo.

Isimiselo sesi-3 kuziMiselo ezakhishwa ngaphansi koMthetho Wokusetshenziswa Kwezilimi Ezisemthethweni obizwa i-Use of Official Languages Act (We-12 ka-2012) ("i-UOLA") sidinga ukuba i-CSIR, njengenhlangotho yomphakathi kuzwelonke, ishicilele inqubomgomo yayo yolimi ehlongoziwe *KuGazethi kaHulumeni* ukuze umphakathi ukwazi ukuphawula ngaphambi kokuqhubeka nokushicilela inqubomgomo yawo yolimi eyamukeleke ngokusemthethweni. Amalungu omphakathi ayamenywa ukuba aphawule mayelana nalolu hlaka lwenqubomgomo.

Kafushane nje, i-CSIR yamukela ngokusemthethweni isiNgisi, isiZulu kanye nesiPedi njengezilimi zayo ezintathu ezisemthethweni, ngokunjalo lolu lwazi luzotholakala futhi nangezinye izilimi kulezo zindawo lapho le nhlangano ifinyelela khona ngenhloso yokwenza imizamo yokuba ulwazi olumayelana nomsebenzi wayo lufinyelele kumalungu amaningi omphakathi, kanye nakulabo esebenzisana nabo eminyangweni kahulumeni, ezimbonini kanye nakuzikhungo zemfundo ephakeme. I-CSIR izozama ukuphendula izicelo kanye nokuxhumana ethunyelelwa kona ngezinye izilimi ngaphandle kwalezi ezintathu ezikhethile zale nhlangano (okuyisiNgisi, isiZulu nesiPedi) uma ikwazi futhi kuyisenzo esiphusile ukwenza lokho. I-CSIR izozama ukuthi ulwazi oluningi lwale nhlangano lutholakale ngalezi zilimi zayo ezintathu ezisemthethweni kanye nangezinye izilimi ekukhuleni kweyunithi yayo yezolimi.

Ukuqokwa kwalezi zilimi zayo ezintathu ezisemthethweni kuncike ekufinyeleleni ebantwini abanengi ngokusebenzisa umgomo weqoqo lezilimi ezehlukene lapho abantu bekwazi ukuxhumana bazwane ngazo, okufinyelela kuma-77% enani labantu – lapho ngokusho kwe-Census ka-2011 eyenziwa yi-Statistics South Africa isiZulu nesiPedi kuyizo izilimi ezinenani eliphezulu labantu abazikhuluma njengolimi lwebele emikhakheni yawo yamaqoqo (okuyiqoqo lezilimi zesiNguni neqoqo lezilimi zesiSuthu). Imininingwane ephilelele izotholakala kwinqubomgomo ehlongoziwe.

Uma le Nqubomgomo isiyamukelwe ngokusemthethweni, izotholakala ngalezi zilimi ezintathu ezisemthethweni ezilandelayo: IsiNgisi; isiZulu; nesiPedi. Le nqubomgomo izotholakala nangombhalo wezimpumputhe okuyi-Braille, uma kunesicelo esiphusile salokho futhi okuzobe kuncike kule nqubo elapha ngazansi. Le nqubo izobhalwa ephepheni kanye nakukhompuyutha kanti inqubomgomo efinyeziwe izofakwa ngalezi zilimi ezintathu ezisemthethweni kuwebhusayithi ye-CSIR yangaphakathi neyangaphandle, kanye nakumawebhusayithi amakhulu ezifunda. IYunithi Yezolimi izosungula inqubo yokuthi umphakathi ukwazi ukufinyelela kule Nqubomgomo kanti ngesikhathi isungula le nqubo, izohlinzeka nangenqubo yokufinyelela kumasevisi amayelana noLimi Lwezandla lwaseNingizimu Afrika

kanye ne-Braille, iphinde icacise nangalezo zikhathi ezizosebenza phakathi kosuku lokushicilelwa kwalolu hlaka lwenqubomgomo *kuGazethi kaHulumeni* nangosuku lomhla zingama-30 Lwezi 2014. Le nqubo izofakwa kushicilelo lokugcina lwale Nqubomgomo emva kokukwamukelwa kwayo ngokusemthethweni yiBhodi le-CSIR.

INQUBOMGOMO YOLIMI – UHLAKA

1. Inhloso

1.1 Yikuphi efuna ukukulungisa

Inqubomgomo Yolimi ye-CSIR ilandela imigomo yoMthethosisekelo waseNingizimu Afrika mayelana nokusetshenziswa kwezilimi eziningi futhi kuhloswe ngayo ukuqinisekisa:

- Ukulandela nokukhombisa ukuthi i-CSIR yamukela ngokusemthethweni inhloso kanye nomgomo woMthethosisekelo, kanye nokusetshenziswa koMthetho Wokusetshenziswa Kwezilimi i-Use of Official Languages Act (We-12 ka-2012) (“i-UOLA”) njengokumenyezelwa kwawo
- Ukukhombisa ukuthi i-CSIR iwabhekisisile wonke amaphuzu akuMthethosisekelo ekunqumeni ngezilimi zayo ezisemthethweni njengokudingwa yi-UOLA, okubandakanya:
 - Ukusetshenziswa kolimi ngamalungu omphakathi asebenzisa amasevisi e-CSIR, ngokubheka izidingo zolimi zomuntu ngamunye kanye nezibalo ezimayelana nolimi enanini labantu le-census elikhishwe yi-Statistician-General ngokulandela umthetho i-Statistics Act (Wesi-6 ka-1999);
 - Isimo socwango olwenziwa yi-CSIR kanye negunya layo (njengoba libekwe ngokuphelele kuSithasiselo “A” esifakwe lapha); kanye
 - Nezindleko ezihlobene nokwamukelwa kwezilimi ezisemthethweni ngokulandela izinhloso zikahulumeni
- Ukukhombisa ukuthi i-CSIR icabangisisile mayelana nokusebenzisa izindlela ezifanele ezizokwenyusa izinga lesimo sezilimi zabomdabu nezizothuthukisa ukusetshenziswa kwezilimi zomdabu ebezisetshenziswa kancane nebezibukeleka phansi
- Ukuqinisekisa ukuthi ukuxhumana okwenziwa yile nhlangano kuba neqhaza mayelana nesithunzi kanye nesithombe se-CSIR

1.2 Imithelela

- Ukusungula iYunithi Yolimi
- Imithelela nemikhawulo kusabelomali mayelana nemisebenzi yokuhumusha
- Izinselelo mayelana nokuhunyushwa kwamagama esayensi
- Ukuthuthukisa noma ukwenyusa izinga lokuqwashisa mayelana nenqubomgomo ngaphakathi ngenhloso yokuqinisekisa ukuthi iyalandelwa

1.3 Izinsizakalo

- Ithuba mayelana nokubonakala kalula nokwazeka kweqhaza lale nhlangano mayelana nokwenza ngcono izimpilo zabantu baseNingizimu Afrika
- Ukwenyusa izinga nokuthuthukisa ukusetshenziswa kwezilimi zabomdabu ebezisetshenziswa kancane futhi ebezibukelwa phansi
- Ukuhlinzeka ngomhlahlandlela kwabanezabelo ngaphakathi nangaphandle kwe-CSIR mayelana neNqubomgomo yayo Yolimi
- Ukuqinisekisa ukuxhumana okuneqhaza elifanele mayelana nesithombe se-CSIR nokuthi lokhu kuxhumana kuhambisana negunya lale nhlangano kanye nayo yonke imithetho esebenzayo
- Indlela engabizi mayelana nokuxhumana kodwa kube kulandelwa inhloso yomthetho

1.4 Uhlaka lwezolawulo

- Isigaba sesi-6 soMthethosisekelo waseNingizimu Afrika (We-108 ka-1996)
- Umthetho i-Use of Official Languages Act (We-12 ka- 2012) ("i-UOLA"), kanye neziMiselo ezikhishwe ngokulandelwa kwawo
- Umthetho i-Scientific Research Council Act (Wama-46 ka-1988)
- Umthetho i-Public Finance Management Act (Woku-1 ka- 1999) ("i-PFMA"), kanye neziMiselo Zezimali Zikahulumeni ezikhishwe ngokulandelwa kwawo
- Umthetho i-Promotion of Access to Information Act ("i-PAIA") (Wesi-2 ka-2000)
- Umthetho i-South African Language Practitioners' Council Act (Wesi- 8 ka-2014)

1.5 Amalinki aholela kwamanye amabhukwana noma kwezinye izinqubomgomo

- Imigomo Yokusebenza yase-CSIR
- Uhlaka Lokwamukela lwe-CSIR
- Inqubomgomo Yokuqasha ye-CSIR
- Inqubomgomo ye-CSIR Yokuhlinzekwa Ngezimpahla Nangamasevisi
- Inqubomgomo ye-CSIR Yokwakhiwa Kwegama Nesithombe
- Inqubomgomo ye-CSIR Yezomthombo Wezindaba Nokuxhumana
- Ibhukwana Le-CSIR Lolwazi Nge-PAIA
- Umbiko Wonyaka we-CSIR

1.6 Abanezabelo

- UMnyango Wezesayensi Nezobuchwepheshe ("i-DST") njengesigungu Esiphezulu Sezolawulo
- UMnyango Wezobuciko Namasiko njengomvikeli we-UOLA
- Ibhodi lezilimi i-Pan South African Language Board (i-PanSALB)
- Izakhamizi zaseNingizimu Afrika
- Wonke amakhasimende e-CSIR
- Bonke abasebenzi be-CSIR, ikakhulukazi kule misebenzi elandelayo:

- IBhodi le-CSIR Lezolawulo Lwama-akhawunti
- IKomidi le-CSIR Lesigungu Esiphezulu Kwezokuphatha
- Ezamasu e-CSIR Kwezokubambisana Nezokuxhumana
- IHhovisi leSekela Kwezolwazi le-CSIR mayelana ne-PAIA

2. Izitatimende zenqubomgomo

2.1 Isitatimende senqubomgomo jikelele mayelana nokwesekwa kwe-UOLA

I-CSIR yeseka ukuthuthukiswa kokuhlonishwa nokuphathwa ngokulingana kwazo zonke izilimi ezisemthethweni eziyi-11 zaseNingizimu Afrika, kanye nokwenza ukuba kufinyeleleke ngokulingana kumasevisi nasolwazini.

2.2 Ukusungula iYunithi Yolimi

IYunithi Yolimi enezinsizakusebenza ezanele, ezokwenza umsebenzi omayelana nokulawula zonke izindaba eziqondene nolimi isisunguliwe njengengxenye yomsebenzi Wezokuxhumana.

2.3 Izilimi ezintathu ezisemthethweni

Izilimi ezintathu ezisemthethweni i-CSIR ezozisebenzisa ngokulandela inhloso kahulumeni nezozisebenzisa ngendlela eshiwo lapha ngezansi, yilezi: IsiNgisi, isiZulu nesiPedi. Lokhu kuzoqinisekisa ukuthi abantu abaningi bayafinyeleleka ngokusetshenziswa komgomo wokuzwana phakathi kwalabo bantu abakhuluma izilimi zeqoqo lezilimi elilodwa nokuncike kumininingwane esemthethweni mayelana nokusabalala kwabantu abakhuluma ulimi lwebele eNingizimu Afrika ngesikhathi kusungulwa le nqubomgomo.

2.4 Uhlaka Lokusebenza

Inqubomgomo yolimi ye-CSIR izosebenza ngale ndlela elandelayo mayelana nezilimi ezisemthethweni ezikhethiwe namayelana nemikhiqizo lezi zilimi ezizosetshenziswa kuyo:

2.4.1 Ukusetshenziswa kwesiNgisi

- IsiNgisi sizohlala *kuyiso* ulimi lwale nhlangano mayelana nokuxhumana kwangaphakathi nokwangaphandle
- Njengolimi *okuyilo* lwale nhlangano, ukuxhumana kule nhlangano kwenziwa ngesiNgisi
- Mayelana nale nqubomgomo, 'ukuxhumana kule nhlangano' kuzobandakanya lokhu okulandelayo kodwa kube kungagcini lapho:
 - Umbiko Wonyaka we-CSIR

- Isivumelwane Nabanezabelo esenziwa njalo ngonyaka ne-DST
- Iwebhusayithi ye-CSIR yangaphandle
- Zonke izivumelwane kuzwelonke nezamazwe angaphandle
- Ibhukwana le-CSIR Lolwazi mayelana ne-PAIA
- Amabhukwana amayelana nokuqasha nokuhlinzekwa ngezimpahla nangamasevisi
- Amanyziletha nokushicilelwe kwenhlangano okusemthethweni
- Izinto ze-CSIR zokuphromotha
- Konke ukuxhumana kwangaphakathi, okubandakanya izinqubomgomo zale nhlangano
- Zonke izaziso ezisemthethweni, nokushicilelwe kukahulumeni kanye nokuxhumana phakathi kohulumeni nakuhulumeni ngaphakathi
- Konke okubanjwa ngaphakathi okusemthethweni, okubandakanya imihlangano yeBhodi, kuzohanjiswa ngesiNgisi
- Izithangami zangaphakathi, njengezithangami zokuqondiswa kwezigwegwe, zizohanjiswa ngesiNgisi, noma kunjalo, uma kuba khona isicelo sokuhlinzekwa ngomtoliki, uzobakhona nganoma yiliphi ulimi olusemthethweni.

2.4.2 Ukusetshenziswa kwesiZulu nesiPedi

I-CSIR yiyo ezokwenza futhi ikhethe izinto zale nhlangano bese kuthi izinto zokuphromotha zale nhlangano ezibhalwe ngokufingqiwe zibe khona ngesiZulu nangesiPedi.

2.5 Umsebenzi wezobuchwepheshe

- I-CSIR izokwenza ukuthi imiphumela yocwaningo lwayo lufakwe kwezobuchwepheshe bolimi kanti amakhono ezobuchwepheshe azosetshenziselwa ukwenza ngcono ukusebenza kwale nqubomgomo lapho kufanele khona
- Njengengxenywe yalolu hlelo, ukusetshenziswa kobuchule kwezobuchwepheshe, njengombhalo ophendulwa ube yinkulumo, kuzosetshenziswa njengendlela yokuqinisekisa ukuthi ulwazi lwale nhlangano lufinyelela kubantu abaningi

2.6 Indlela yokukhalaza mayelana namalungu omphakathi

- Noma yisiphi isikhalazo esihlobele nokusetshenziswa kwezilimi ezisemthethweni yi-CSIR singafakwa ngokubhalwe phansi sibhekiswe kuSekela leSikhulu Kwezolwazi se-CSIR mayelana ne-PAIA
- Noma yimuphi umuntu onganelisiwe yisinqumo seSekela leSikhulu Kwezolwazi, njengoba kubekiwe lapha ngenhla, angafaka isikhalazo sakhe asiqondise ku-CEO we-CSIR
- Zonke isikhalazo kumele zithunyelwe ngokubhalwe phansi (njengokusetshenziswa kwe-imeyili, kwefekisi noma kweposi elibhalisiwe) futhi kumele sibe negama, ikheli kanye neminingwane

yokuxhumana kwalowo ofake isikhalazo; kumele sifakwe zingakapheli izinyanga ezintathu kube khona leso sikhalazo; kumele isikhalazo sichazwe ngokujulile

- Izinqumo mayelana nezikhalazo ezifakiwe zizothunyelwa ngokubhalwe phansi kulowo ofake isikhalazo zingakapheli izinyanga ezintathu isikhalazo samukelwa yi-CSIR
- Noma yimuphi umuntu ofake isikhalazo enganelisiwe ngesinqumo esimayelana nenqubo yezikhalazo njengoba ibekwe lapha ngenhla, angadlulisela isikhalazo sakhe ukuba sibuyekwezwe yiBhodi le-CSIR. Isicelo sokubuyekwezwa kwesinqumo kumele sibhalwe phansi futhi sifakwe ingakapheli inyanga kwakhishwa leso sinqumo.

2.7 Ukuqapha nokuhlola okwenziwa njalo

- I-CSIR izohlala iqapha futhi ihlola ukusetshenzisa kwayo lezi zilimi ezisemthethweni
- I-CSIR izohlala iqapha futhi ihlola ukulandelwa kwale Nqubomgomo
- I-CSIR izokwenza ngokusemandleni ngokuqhubeka ngokuqinisa umsebenzi weYunithi yayo Yolimi ngokusebenzisana nezinye izikhungo ngenhloso yokuthuthukisa itheminoloji yesayensi kulezi zilimi eziyi-11 zaseNingizimu Afrika

2.8 Ukwenziwa kombiko

- I-CSIR izokwenza umbiko njalo ngonyaka ezowuthumela kuNgqongqoshe Wezobuciko Namasiko kanye naku-PanSALB ngenhloso yokulandela izidingo zomthetho
- Umbiko okukhulunywa ngawo, uzobandakanya umbiko mayelana nemisebenzi yeYunithi Yolimi; inqubekela phambili esiyenzekile ngenxa yokusetshenziswa kwale nqubomgomo, kanye nanoma yiziphi izikhalazo ezithunyelwe nezixazululo ezithathiwe ukulungisa lezo zikhalazo

Isithasiselo A**MAYELANA NE-CSIR**

Selokhu yabakhona i-CSIR ngonyaka ka-1945, ingenye yezinhlangano ezihamba phambili kwezocwaningo, nokuthuthukiswa kanye nokusetshenziswa kwezesayensi nobuchwepheshe e-Afrika. Isebenza ngaphansi kwegunya njengoba kushiwo lapha ngezansi ekusebenziseni kwayo umthetho, okuyi-Scientific Research Council Act (uMthetho wama-46 ka-1988, njengokuchitshiyelwe nguMthetho wama-Act 71 ka-1990):

"Imigomo ye-CSIR ngokusebenzisa ikakhulukazi ucwaningo olulawuliwe emikhakheni eminingi kanye nobuchule kwezobuchwepheshe ngenhloso yokugqugquzela intuthuko kwezezimbongi nakwezesayensi ukuze kusizakale izwelonke kanye naleyo mikhakha ngokubona kwayo okumele kube yiyo ebhekwa kakhulu, ngokwayo noma ngokubambisana nabakhulu bezinkampani ezizimele noma zikahulumeni ukuze ibambe iqhaza ekwenzeni ngcono izinganhle lempilo yabantu baseNingizimu Afrika, kanye nokwenza nanoma yiyiphi eminye imisebenzi okungenzeka inikezwe i-CSIR yilo Mthetho noma ngaphansi kwawo."

Isikhungo esikhulu se-CSIR sisePitoli, kanti inawo amahhovisi kwezinye izifundazwe zaseNingizimu Afrika okungamahhovisi ezifunda aseNtshonalanga Koloni, naseMpumalanga Koloni kanye naKwaZulu-Natal.

BOARD NOTICE 119 OF 2014**Matseno a Pholisi ya CSIR ya Polelo**

Lekgotla la Nyakišišo ya tša Mahlale le Intaseteri (CSIR) ke le lengwe la ketapele go nyakišišo ya tša mahlale le theknolotši, mekgatlo ya tšhabollo le go tsenya tirišong ka Afrika. E šomana le nyakišišo ya go laolwa, ya dithupišo tša go fapafapana le tšhabollo ya kgolo ya ekonomi ya leago. Mokgatlo o arabela go maemo ka tatelano a bosetšhaba go thuša go kaonafatša maphelo a batho ba ka Afrika Borwa. Go dira ka tsela yeo, CIRS e thekga moya wa Molaotheo.

Molawana wa 3 wa Melawana yeo e boletšwego ka tlase ga Tšhomišo ya Molao wa Dipolelo tša Semmušo (wa No. 12 wa 2012) ("UOLA") o tsoma gore CSIR, bjalo ka sehlongwa sa setšhaba, e phatlalatše pholisi ya yona ya polelo yeo e šišintšwego ka go *Government Gazette* gore setšhaba se dire ditshwayotshayo pele ba ka tšwela pele go phatlalatša pholisi ya yona ya polelo yeo e amogetšwego. Maloko a setšhaba a mengwa go dira ditshwayotshwayo go pholosi yeo e šišintšwego.

Ka bokopana, e phegelela go dira gore tshedimošo ka mošomo wa yona e fihlelelege gabonolo go maloko a setšhaba, gape le go bašomišani le bona dikgorong tša mmušo, intasetering le dihlolongweng tša thuto ya godimo, CSIR e amogela Seisemane, Sezulu le Sepedi bjalo ka dipolelo tša yona tša semmušo tše tharo tše di tšomegago, mola gape e dira gore tshedimošo e be gona ka dipolelo tša tlaleletšo mafelong ao mokgatlo o nago le mohlala seleteng seo. CSIR e tla leka gape, ka mo go ka šomegago gape go kgonagalago, go araba dikgopelo le dikgokagano tše di rometšwego go yona ka dipolelo tše e sego dipolelo tše tharo tše di kgethilwego tša mokgatlo (Seisemane, Sezulu le Sepedi). CSIR e tla phegelela go dira gore tshedimošo ya mokgatlo ye ntši e be gona ka dipolelo tša semmušo tše tharo gape le ka dipolelo tša tlaleletšo ge bokgoni bja yuniti ya polelo ya mokgatlo bo gola.

Kgetho ya dipolelo tša semmušo tše tharo tša mokgatlo e theilwe go phihlelelo ya botlalokgolo, le molawana wa dipolelo tše di kwanago ge di bolelwa, go akaretša 77% ya setšhaba – Sezulu le Sepedi di nago le dipalo tša godimodimo tša baboledi ba polelo ya pele magorong a tšona (dipolelo tša Nguni le tša Basotho), go ya ka Palo ya Batho ya 2011 yeo e dirilwego ke *Statistics South Africa*. Dintlha ka botlalo di ka pholising ye šišintšwego.

Pholisi ye, ge e ka amogelwa, e tla ba gona ka dipolelo tša semmušo tše tharo tše di latelago: Seisemane; Sezulu; le Sepedi. Pholisi ye e tla – ka kgopelo yeo e kgonagalago le go ya ka tshepedišo yeo e šupilwego mo tlase – dirwa gore e be gona ka Braille. Pholisi ye e tla ba gona ka mokgwa wa sengwalwa, gape le ka seelektroniki gomme le kakaretšo e tla laetšwa ka dipolelo tša semmušo tše tharo wepsaeteng ya ka ntle le ya ka gare ya CSIR, le mafelong a magolo le a selete. Yuniti ya Polelo e tla – magareng ga letšatšikgwedi la phatlalatšo la pholisi ye ya tšhišinyo ka go *Government Gazette* le ka di 30 Nofemere 2014 – tšweletša tshepedišo ya go kgontšha maloko a setšhaba go fihlelela Pholisi ye, gomme ge ba tšweletša tshepedišo ye bjalo, ba tla neelana gape ka tshepedišo ya go fihlelela ditirelo ka Polelo ya Maswao ya Afrika Borwa le Braille, le go ngwala mabaka a dinako tše di tla šomago. Ditshepedišo tše bjalo di tla phatlalatšwa ka go sengwalwa sa mafelelo sa Pholisi ka morago ga go amogelwa ga yona ke Boto ya CSIR.

PHOLISI YA POLELO YA CSIR - TŠHIŠINYO

1. Mohola

1.1 *Seo e nyakago go se lebelela*

Pholisi ya Polelo ya CSIR e kgontšha go fa ditaetšo tša Molaotheo wa Afrika Borwa ka dipolelo tša go fapana le go ikemišetša go netefatša:

- Go latelwa ga, le go laetšwa ga kamogelo ya CSIR ya moya le lengwalo la Molaotheo, gape le Tšhomišo ya Molao wa Dipolelo tša Semmušo (wa No. 12 wa 2012) ("UOLA") wo phatlaladitšwego fao
- Go laetša seo, ka go hwetša dipolelo tša semmušo tše tharo bjale ka ge go nyakwa ke UOLA, CSIR e lebeletše gabotse mabaka ao a ngwadilwego ka go Molaotheo, go akaretšwa:
 - Go šomišwa ga polelo ke maloko a setšhaba ao a fihlelelago ditirelo tša CSIR, go lebeletšwe bobedi dinyakwa tša polelo tša batho bao, gape le dipalopalo tša palo ya batho yeo di phatlaladitšwego ke Radipalopalo-pharephare go ya ka molao wa Dipalopalo (wa No. 6 wa 1999);
 - Mokgwa wa nyakišišo yeo CSIR e o dirago le thomo ya yona (yeo e lebeletšwego ka botlalo ka go Mamatletšo ya "A" yeo e momeditšwego fao); le
 - Ditshenyagalelo tšeo di amanago le go amogela dipolelo tša semmušo tša go hola mmušo
- Go laetša gore CSIR e lebeletše magato a go šoma le a maleba ao e tla a tšeago go hlatloša maemo le go tšwetša pele tšhomišo ya dipolelo tša setšo tša tšhomišo ya kgatelelo historing le ka maemo
- Go netefatša gore mešongwana ya kgokagano ya go dirwa ke mokgatlo e ba le kabelo ye botse go tumo le go boemo bja leina la CSIR

1.2 *Ditlamorago*

- Go hloma Yuniti ya Polelo
- Dithibelo tša dikabotekanyetšo le ditlamorago go ya ka ditirelo tša bofetoledi
- Ditlhohlo tša bofetoledi tša tlotlontšu ya tša mahlale
- Go godiša/kwalakwatša temogo ya pholisi ka gare go netefatša gore e a latelwa

1.3 *Mehola*

- Menyetla ya ponagalo yeo e okeditšwego le temošo ya karolo ya mokgatlo go kaonafatša maphelo a Mafrika Borwa

- Go hlatloša maemo le go tšwetša pele tšhomišo ya dipolelo tša setšo tša tšhomišo ya kgatelelo historing le ka maemo
- Go neelana ka tlhahlo go bengditseka ba ka gare le ba ka ntle bobedi ba Pholisi ya Polelo ya CSIR
- Go netefatša kgokagano yeo e nago le kabelo ye botse boemong bja leina la CSIR le go sepelelana le thomo ya mokgatlo le melao ka moka yeo e šomago
- Mokgwa wa tsheketšo ya ditshnyagalelo tša kgokagano, mola e kgontšha molaotho

1.4 *Lenaneotlhako la Taolo*

- Karolo ya 6 ya Molaotheo wa Repabliki ya Afrika Borwa (wa No. 108 wa 1996)
- Tšhomišo ya Molao wa Polelo ya Semmušo (wa No. 12 wa 2012) ("UOLA"), gape le Melawana yeo e boletšwego mo tlase
- Molao wa Lekgotla la Nyakišišo ya tša Mahlale (wa No. 46 wa 1988)
- Molao wa Taolo ya Matlotlo a Setšhaba (wa No. 1 wa 1999) ("PFMA"), gape le Melawana ya Kantororo ya Matlotlo ye boletšwego mo tlase
- Molao wa Kgodišo ya Phihlelelo ya Tshedimošo ("PAIA") (wa No. 2 wa 2000)
- Molao wa Lekgotla la Afrika Borwa la Ditsebi (wa No. 8 wa 2014)

1.5 *Dikgokaganyo le ditokomane/dipholisi tše dingwe*

- Mabaka le Tirelo ya CSIR
- Leaneotlhako la Tumelelo la CSIR
- Pholisi ya Thwalo ya CSIR
- Pholisi ya Theko ya Dithoto ya CSIR
- Pholisi ya Go swaya
- Pholisi ya tša Kgašo le Kgokagano ya CSIR
- Mošupatsela wa PAIA wa CSIR
- Pego ya Ngwaga ya CSIR

1.6 *Bengditseka*

- Kgoro ya tša Mahlale le Theknolotši ("DST") bjalo ka Taolo ya Khuduthamaga
- Kgoro ya Bokgabo le Setšo bjalo ka mohlokomedi wa UOLA
- Boto ya Polelo ya Pan ya Afrika Borwa (PanSALB)
- Badudi ba Afrika Borwa
- Badiriši ka moka ba CSIR
- Bašomi ka moka ba CSIR, kudu go mešomo ye latelago:
 - Boto ya CSIR bjalo ka Taolo ya Bohlakiši
 - Komiti ya Taolo ya Khuduthamaga ya CSIR
 - Bathekgi ba CSIR ba Maano le Kgokagano
 - Kantororo ya Tshedimošo ya Motlatša CSIR go hola PAIA

2. Ditatamente tša pholisi

2.1 Setatamente sa pholosi sa kakaretšo go thekga UOLA

CSIR e thekga kgodišo ya tekanyo ya tlhompho le tekatekanyo ya tshwaro ya dipolelo tša semmušo tše 11 tša Repabliki ya Afrika Borwa, gape le go nolofatša phihlelelo ya go lekana ya ditirelo le tshedimošo.

2.2 Go hloma Yuniti ya Polelo

Yuniti ya Polelo ya go ba le bokgoni bja go lekana, ya go ba le maikarabelo a go laola ditaba ka moka tša polelo e hlomilwe bjalo ka karolo ya mošomo wa Kgokagano.

2.3 Dipolelo tše tharo tša semmušo

Dipolelo tša semmušo tše tharo tše CSIR e tla di šomišago go hola mmušo, le gona go di šomiša ka tsela yeo e beilwego go tšwetša pele seo mo tlase, ke: Seisemane, Sezulu le Sepedi. Seo se tla netefatša phihlelelo ya botlalokgolo, ka molawana wa go kwana ga dipolelo le go thewa godimo ga tshedimošo ya semmušo ya phatlalatšo ya baboledi ba polelo ya pele ka Afrika Borwa ka nako ya go hlama pholisi ye.

2.4 Sebaka sa tirišo

Pholisi ya polelo ya CSIR e tla dirišwa ka tsela ye latelago, malebana le dipolelo tša semmušo tše kgethilwego le ditšweletšwa tše e tla di šomago go yona:

2.4.1 Tšhomišo ya Seisemane

- Seisemane se tla no šomišwa bjalo ka polelo ya kgwebo ya tirišo ya mokgatlo go hola kgokagano ya ka gare le ya ka ntle bobedi
- Bjalo ka polelo ya kgwebo ya tirišo, kgokagano go tša kgwebo e tla dirwa ka Seisemane
- Go hola Pholisi ye, 'kgokagano go tša kgwebo' e tla akaretša, efela go sa thibelwe, tše latelago:
 - Pego ya Ngwaga ya CSIR
 - Kgohlaganyo ya Bengditseka yeo e swarwago ka ngwaga le DST
 - Wepsaete ya kgwebo ya ka ntle ya CSIR
 - Ditumelelano tša bosetšhaba le boditšhabatšhaba ka moka
 - Mošupatsela wa PAIA WA CSIR
 - Ditokomane tša go thwala le theko ya dithoto
 - Dingwalwa tša ditaba tša mokgatlo tša semmušo le diphatlatšo
 - Ditlabelo tša kgodišo tša CSIR

- Dikgokagano tša ka gare ka moka, go akaretšwa dipholisi tša mokgatlo
- Ditsebišo tša semmušo ka moka, diphatlatatšo tša mmušo le kgokagano ya mmušo ya ka gare le ya ka ntle
- Ditshepidišo tša ka gare tša semmušo ka moka, go akaretšwa le dikopano tša Boto, di tla swarwa ka Seisemane
- Ditheeletšo tša ka gare, bjalo ka ditheeletšo tša kgalemo, di tla swarwa ka Seisemane, le ge go le bjalo, ka kgopelo, mohlatholedi o tla ba gona ka polelo efe goba efe ya semmušo.

2.4.2 Tšhomišo ya Sezulu le Sepedi

CSIR e tla direla gore ditlabele tša kgwebo tše kgethilwego le ditlabele tša kgodišo tša mokgatlo tše di khutsufaditšwego di be gona ka Sezulu le Sepedi.

2.5 Karolo ya theknolotši

- CSIR e tla šala morago ka go dira go tsenya dipolelo tša nyakišišo ya yona go ditheknolotši tša polelo le, mo go nyakegago, mabokgoni a theknolotši a tla šomišwa go thuša go tsenywa tirišong ga pholisi ye
- Bjalo ka karolo ya maitapišo a, tšhomišo ya ditlhagišo tša theknolotši, bjalo ka phetolelo ya sengwalwa go polelo, e tla hlohlomišwa bjalo ka mokgwa wa go netefatša gore tshedimošo ya mokgatlo e fihlelelwa ke batheeletši ka bophara ka mo go kgonegago

2.6 Mokgwa wa dingongorego tša maloko a setšhaba

- Ngongorego efe goba efe ye amanago le tšhomišo ya CSIR ya dipolelo tša semmušo e ka tsenywa ka go ngwalela Mohlankedi wa Tshedimošo wa Motlatša CSIR go hola PAIA
- Motho mang goba mang yo a sa kgotsofatšwego ke sephetho sa Mohlankedi wa Tshedimošo wa Motlatši, bjalo ka ge go laeditšwe kua godimo, a ka tsenya ngongorego yeo e lebišitšwego go CEO wa CSIR
- Dingongorego ka moka di swanetše go lebišwa ka go ngwala (emeile, fekese goba lengwalo leo le ngwadišitšwego posong) gape go be le leina, aterese le tshedimošo ya kgokaganyo ya mongongoregi; e tsenywe mo dikgweding tše 3 tša go tšwelela ga ngongorego; go neelanwe ka tlhalošo ka botlalo ya ngongorego
- Diphelelo tša ngongorego di swanetše go dirwa le go fetišešwa go mongongoregi ka go ngwala mo dikgweding tše 3 tša ge CSIR e seno amogela ngongorego
- Mongongoregi ofe goba ofe yo a sa kgotsofatšwego ke sephetho ka morago ga tshepedišo ya dingongorego bjalo ka ge go boletšwe mo godimo a ka tsenya boipelatšo gape le Boto ya CSIR. Boipelaetšo gape bo swanetše go ngwalwa gomme bo tsenywe mo kgweding e tee ya sephetho seo go boletwago ka sona.

2.7 Go hlokomedišiša le go lekola ka mehla

- CSIR e tla hlokomedišiša le go lekola ka mehla tšhomišo ya yona ya dipolelo tša semmušo
- CSIR e tla hlokomedišiša le go lekola ka mehla go latelwa ga Pholisi ye
- CSIR e tla phegelela go matlafatša go ya pele mošomo wa Yuniti ya Polelo ya yona ka go šomišana le dihlolongwa tše dingwe go hlabolla tlotlontšu ya tša mahlale ka dipolelo tše 11 tša Afrika Borwa

2.8 Kgoboketšo ya pego

- CSIR e tla kgobokanya ka ngwaga le go iša pego go Tona ya Bokgabo le Setšo le go PanSALB go sepelelana le dinyakwa tša molaotho
- Pego ye go boletšwego ka yona kua godimo, e tla akaretša pego ya mešongwana ya Yuniti ya Polelo; tšwelopele ye dirilwego le go tsenya tirišong ga Pholisi ye, le dingongorego dife goba dife tše di amogetšwego le diphetho tše di tšerwego go šomana le dingongorego tše bjalo

Mmatletšo ya A**KA GA CSIR**

Go tloga mola e bago gona ka 1945, CSIR ke ye nngwe ya ketapele go nyakišišo ya tša mahlale le theknolotši, mekgatlo ya tšhabollo le go tšenya tirišong ka Afrika. E šoma ka thomong ya yona bjalo ka ge go ngwadilwe ka molaotherong wa yona wa go e kgontšha, e le Molao wa Lekgotla la Nyakišišo ya tša Mahlale (Molao wa 46 wa 1988, bjalo ka ge o fetošitšwe ke Molao wa 71 wa 1990):

“Maikemišeto a CSIR ke, ka nyakišišo ya go laolwa gape kudu ya dithupišo tša go fafapana le tlhagišo ya theknolotši, go tšwetša pele, kgahlegong ya bosetšhaba le mafelong ao mo kgopolong ya yona a swanetšego go amogela tshekegelo, tšhabollo ya intaseteri le tša mahlale, ka boyona goba ka tšhomišano le dihlogo tša makala a praebete goba a setšhaba, gomme ka fao e be le kabelo go kaonafatšeng ga boleng bja maphelo a batho ba Repabliki, le go dira mešomo efe goba efe yeo e ka fiwago CSIR goba ka tlase ga Molao wo.”

Lefelo le legolo la CSIR le ka Pretoria, mola e emetšwe diprofensing tše dingwe tša Afrika Borwa ke dikantoro tša selete tšeo di lego ka Kapa Bodikela, Kapa Bohlabela le KwaZulu-Natal.

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