



UKUKHUTHAZWA KWELUNGelo LOKUFUMANA UMQULU WEMIGAQO WOMTHETHO-SIHLOMELO WEZOLWAZI NGOKO KUKHANKANYWE KWIHLELO LE- 14.

ngokweminqweno ye- FOOD & BEVERAGES MANUFACTURING INDUSTRY SETA (“FoodBev SETA”)

1 INTSHAYELELO.

Le miqulu yemigaqo ipapashwe ngokwehlelo le - 14 lokukhuthazwa kwelungelo lokufumana umthetho sihlomelo wezolwazi, 2000 (Umthetho sihlomelo wesi-2 ka 2000) (“Umthetho –sihlomelo”). Umthetho- sihlomelo unika iziphumo kumalungiselelo ehlelo lama-32 omgaqo-siseko ovumela ilungelo lokufumana ezolwazi eziphethwe ngumbuso nezolwazi eziphethwe ngomnye umntu, elifunelwa ukusetyenziswa kunye/okanye nokukhuselwa kulo naliphi na ilungelo.

Amalungiselelo azo naziphi na ezolwazi ezongezelelwe kweziya zifunekayo njengoko kukhankanywe kwihlelo le14 lo mthetho-sihlomelo, azivuleli sivumelwano okanye mvume yakufumana lwazi lunjalo, ngokungaphandle kokukhankanywe kumthetho – sihlomelo.

2 ISISHWANAKATHELO SE – FOODBEV SETA

I FoodBev SETA ichazwe ngokwequmrhu loluntu kumthetho-sihlomelo, elibandakanya naliphi isebe lephondo okanye ulawulo lwenkqubo karhulumente kuzwelonke namaphondo jikelele okanye ngaphaya koko nawo nawuphi na umsebenzi okanye iziko elisebenzisa amagunya okanye elenza umsebenzi ngoko kukhankanywe kuwo nawuphi na umthetho.

FoodBev SETA ixhasa ilungelo lomgaqo-siseko lokufumana ezolwazi kwaye sizimisele ukunika nawuphi na umceli ilungelo kwimiqulu yethu eselugcinweni ngokuthobela amalungiselelo omthetho-sihlomelo.

Injongo eyenze ukuba uFoodBev SETA ayilwe kukunikezela ngemigaqo kwinzame emaziqulunqwe futhi zenziwe ngamaziko kuzwelonke, kumacandelo kwakunye neendawo zokusebenzela ezayamaniswa neenjongo zezoqoqosho nokuphuculwa kwezintlalo zikazwelonke. Ezi nzame ziza kuqulunqwa mxhelomnye no:-

- kuxhasa ukuqulunqwa nokuphuculwa kongenelelo loqulunqo lwezakhono;
- kunika isiqinisekiso semfundo noqeqesho esisemgangathweni;

- kuphakanyiswa kwelungelo lwamathuba okufunda
- kukhuthazwa kwentabatho-nxaxheba yomqeshi edlamkileyo;
- kuxhasa iinjongo zomthetho- sihlomelo wolingano ngokwengqesho;
- kujongana nezidingo zemakethi yabasebenzi boMzantsi Afrika kusongezwa ezo zabaqeshi, abasebenzi nosomashishini abancinci, abaphakathi nabasakhulayo.

3 **INDAWO EFUMANEKA KUYO LEUMQULU WEMIGAQO.**

Ikopi yalo mqulu wemigaqo ifumaneka kwi-website okanye ngokuthumela isicelo sekopi kwiFoodBev SETA Information Officer nge-email. Lo mqulu wemigaqo unakho nokufumaneka kwi-ofisi yethu, iSouth African Human Rights Commission (“SAHRC”) (iKomishini yamaLungelo Abantu boMzantsi Afrika) kule dilese ibhalwe ngezantsi okanye kwi Government Printers.

4 **UKUHLOKONYEZELWA KOMQULU WEMIGAQO.**

Lo mqulu wemigaqo uzakuhlokonyezelwa upapashwe, xa kukho imfuneko, ngamathuba angekho ngaphezulu konyaka omnye, njengoko kuqulunqiwe kumthetho – sihlomelo

5 **IMISEBENZI NOBUME BE – FOODBEV SETA**

- **Imisebenzi kaFoodBev SETA**

U FoodBev SETA Sector Education & Training Authority (Licandelo elilawulayo le mfundo noqeqesho) ngokukhankanywe kwihlelo lesi-9 (1) le-Skills Development Act (lomthetho- sihlomelo wokuqulunqwa kwezakhono) wama-97 ka 1998. Imisebenzi ka FoodBev SETA yile:-

- o ukuveza iplani yezakhono zelicandelo ngokomthetho-sikhokelo weenzame zokuqulunqa izakhono zikazwelonke.
- o ukwenza iplani yecandelo lezakhono ngokuyila ubufundi, ukuvumela iplani yezakhono kwindawo yokusebenza, ukunikezela inkxaso kananjalo nokugada imfundo noqeqesho kweli candela;
- o Ukukhulisa ubufundi ngokuqaphela indawo ezinokwenza umsebenzi wezandla kwindawo yokusebenza, ukuxhasa ukuqulunqwa kwezinto ezisetyenziswa ekuncediseni ukufunda, ukuphucula ukulungiselelwa kokufunda nasekuncedeni ukuqokumbela izivumelwano zobufundi.
- o Ukubhalisa ngokusemthethweni isivumelwano sobufundi;
- o ukufumana isaphulelo kwi (Bhunga elilawulayo leziqinisekiso lo Mzantsi Afrika) South African Qualifications Authority;
- o ukuqokelela nokusasaza irhafu yokuqulunqa izakhono kwiqumrhu layo;
- o ukuqhagamshelana nebhunga lezakhono elilawulayo likazwelonke kwi migaqo-nkqubo yokuqulunqa izakhono zikazwelonke, inzame zokuqulunqa izakhono zikazwelonke kwakunye neplani yezakhono yecandelo;

- o ukunikezela ingxelo kumlawuli jikelele wesebe labasebenzi nge ngeniso nenkcitho kwakunye nokusetyenziswa kweplani yezakhono zecandelo layo.
- o ukuqhagamshelana neenkonzelo zemisebenzi zeSebe Lezemisebenzi nawo nawuphi na umnyango wemfundo oyilwe ngaphantsi komthetho olawula imfundo kwiRipabliki yoMzantsi Afrika ukuphucula ezolwazi ngokwamathuba emisebenzi nezolwazi phakathi kwabanikeli boqeqesho lwezemfundo nemalike zabasebenzi.
- o ukonyula abasenzi abafunekayo ngokwezidingo zomsebenzi; no
- o kwenza eminye imisebenzi njengoko kubekwe ngumthetho-sihlomelo wokuphucula izakhono (Skills Development Act) nomthetho sihlomelo werhafu yokuphucula izakhono (Skills Development Levies Act) okanye uphindelelo ngenjongo ngaphaya koko.

IFoodBev SETA inawo onke amagunya afunekayo ukuze ikwazi ukwenza imisebenzi njengoko kukhankanyiweyo ngasentla namanye amagunya ewanikiweyo ngenxa yokubaluleka komthetho-sihlomelo wokuphucula izakhono (Skills Development Act)

Umbono, Iphulo kunye neenkqubo ezicwangcisiweyo

Umbono

Kukuba sibanolwazi olululo nolugqibeleleyo kunye nezakhono ezifanelekileyo nezifumaneka kwimizimveliso evelisa ukutya neziselo khonukuze sikwazi ukuba negalelo kwezi ngongoma zilandelayo:

- Ekuphuhliseni nasekukhuliseni lomzimveliso
- Ekukhuthazeni iindawo zempangelo ezikhuselekileyo, ngaxeshanye, zingabeki bomi bamntu esichengeni ngokwezempilo, kunye nemveliso encumisayo xa ithelekiswa neminye imizimveliso.
- Ekukhuthazeni ukuba uluntu oluyinxalenye kulawulo nemveliso yalemizi lukwazi ukufikelela kwimfundo esulungekileyo noqeqesho olusemgangathweni, kunye
- Nokuqwalasela umakulingwane kwimfundo noqeqesho.

Iphulo

Iziphathamandla zomzimveliso wokutya neziselo kunye nabo bachaphazelekayo kulawulo lwalomzi bazimisele ukuqinisekisa oku kulandelayo:

- Imfundo esemgangathweni nengqamene ngqo noko kwenziwa kulomzi ndawonye neziqinisekiso, ziyafumaneka.
- Ukugcina umgangatho wokukhulisa ulwazi ukwiqondo eliphezulu kulomzi.
- Ukuphuhlisa nokuphucula ulwazi nezakhono kuwo wonke umntu oxelenga kulomzimveliso.

linjongo eziphambili nezicwangcwisweyo zomzimveliso wokutya neziselo

- Kukuzuza ngaphaya koko bekulindelekile, nokubetha ngaphaya kwemiqathango nemimiselo yemizimveliso yokutya neziselo.
- Kukukhuthaza ukuba abasebenzi, nabo bangaqeshwanga ukuba bathi gqolo ngokuphucula, nokuphuhlisa imfundo jabot ngaxeshanye bazibandakanye neenkqubo eziphuhlisa izakhono.

Kukucutha iindleko ezichithwa kwizinto zemihla-ngemihla kulomzimveliso nokugcina ezindleko zimi kwishumi linesibini le pesenti.

- Ukuphucula isakhono solawulo ngokukhuthaza ukuba kusetyenziswe oomatshini banamhlanje ukugcina nokongamela iinkcukacha ezingundoqo.
- Ukukhuthaza ukuba ubani, akwazi ukusebenzisa izixhobo ezixabisekileyo nezingundoqo kangangoko anakho, kunye
- Nokuthi gqolo ukuphengulula nokuhlaziya ixabiso lokuzibandakanya kwiintlobo-ngeentlobo zentshukumo.
- Ukuthoba ixabiso elichithwa kwiinkonzo ezinikelwa yile mizi ngenxa yamava nemfundo.

Ukunikela ngeenkonzo ezisulungekileyo nezikumgangatho ophezulu kwabo sisebenzisana nabo kulawulo lwalomzimveliso.

- Ukuphucula umgangatho wemveliso yethu neenkonzo esizinikelayo.
- Ukuphucula nokomeleza ubuhlobo nabo sisebenzisana nabo khonukuze sikwazi ukukhulisa elo nani labo bantu.

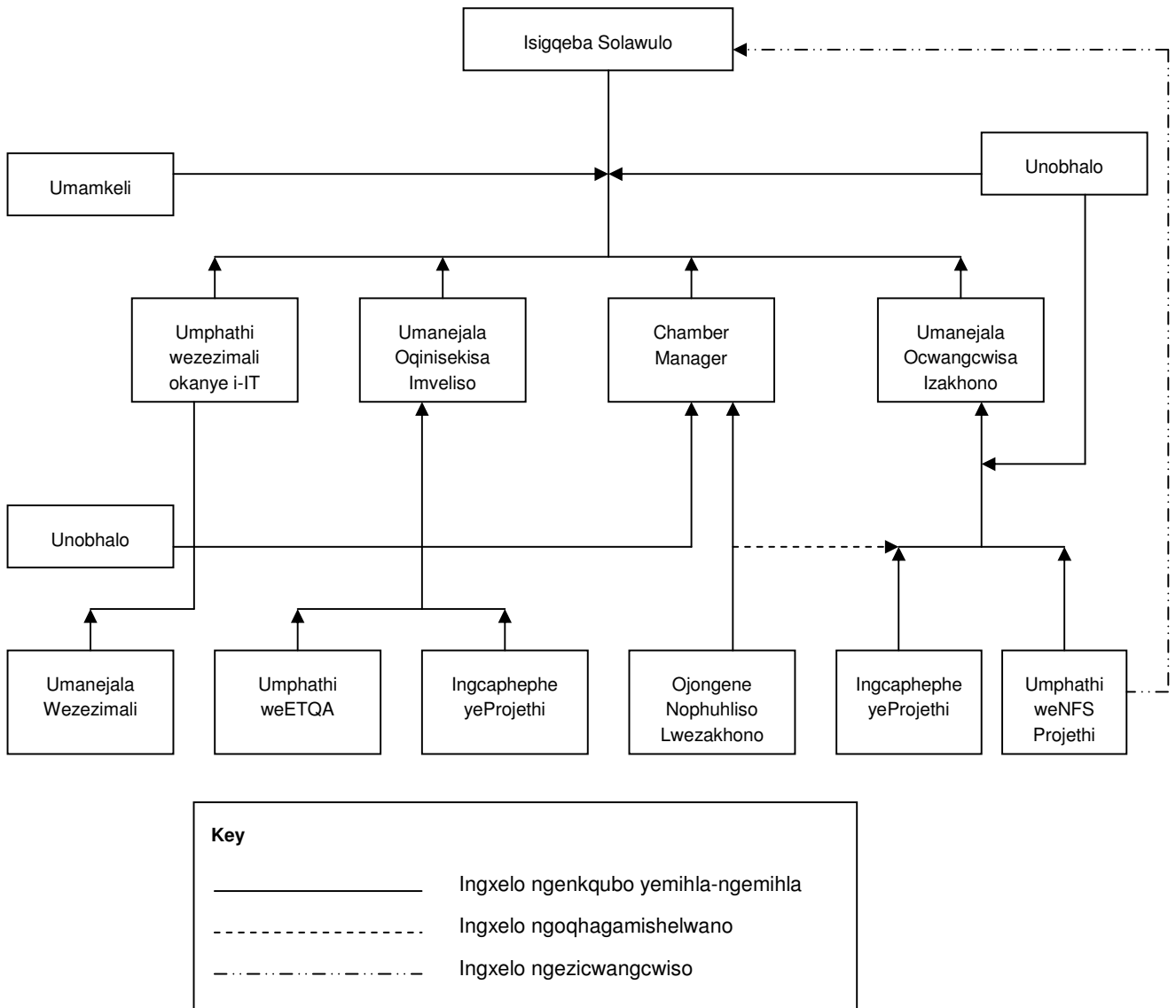
Ukuphucula ixabiso labo sisebenzisana nabo:

- Sibe lelona ziko lihamba phambili kwicala lokuphuhliswa kwezakhono
- Sibe neengcaphephe, umsebenzi omhle nothembekileyo
- Sibe lelona qela linesakhono sokuyila, neembono ezithe tha zoshishino

Ukuphakamisa inkangeleko nesidima sethu kolu shishino

- Ukwakha igama lalomzi mveliso ushishina ngokutya neziselo ukuba libe lelona gama lihlonitshwayo
- Ukomeleza nokuphucula intembeke kwabo sisebenzisana nabo

- **Umzobo obinisa ubume be FOODBEV SETA**



- **Ubume be FoodBev SETA**

I FoodBev SETA inokuxabisa amalungu amele:-

- o Umbutho wabasebenzi;
- o Umbutho wabaqeshi, ufakele nosomashishini abancinci;
- o Amasebe karhulumente asemgangathweni;

- o Ngokwesigqibo soMphathi, nalo naliphi na iqumrhu labafundileyo elinomdla ne/okanye ikansile yabaxovuli beengxaki enelungelo ngokomthetho kwicandelo.

6 **EZOLWAZI ZOKUQHAGAMSHELANA.**

Igama leQumrhu Loluntu	Food & Beverage Manufacturing Industry SETA
Ummeli weZolwazi Owonyuliweyo	Ravin Deonarain
Isekela Lommeli weZolwazi Owonyuliweyo (ukuba ukhona)	
Idilesi ye e-mail yoMmeli Owonyuliweyo/yeSekela loMmeli Owonyuliweyo	siobhank@foodbev.co.za
Idilesi yokuposa	P O Box 245, Gallo Manor, 2052
Idilesi yokuhlala	FoodBev SETA House, 13 Autumn Street, Rivonia, 2128
Inombolo yocingo	(011) 253-7300
Inombolo ye faxi	(011) 253-7333

7 **UKUFUMANEKA KWESIKHOKELO NJENGOKO KUKHANKANYIWE KWIHLELO LE-10 LOMTHETHO- SIHLOMELO.**

Isikhokelo siyafumaneka kwi South African Human Rights Commission (komishini yamaLungelo Abantu yomZantsi Afrika). Nceda thumela izikhalazo ngqo kwi: The South African Human Rights Commission:

PAIA Unit

The Research and Documentation Department

Idilesi yeposi: Private Bag 2700
Houghton
2041

Ucingo: +27 11 484-8300

IFeksi: +27 11 484-0582

Website: www.sahrc.org.za

E-mail: paia@sahrc.org.za

8 **UNGALICELA NJANI ILUNGelo LOKUFUMANA IMIQUlu EGCINIWEYO EPHETHWE NGU FOODBEV SETA**

- **Imiqulu eselugcinweni enakho ukucelwa.**

Imiqulu eselugcinweni enakho ukufunyanwa ngumceli ithethe ukuba naziphi na izolwazi ezikwimiqulu eselugcinweni nokuba zezaluphi na uhlobo okanye ulwimi

okanye eziphantsi kolawulo lweFoodBev SETA nokuba yayiyilwe ngu FoodBev SETA okanye hayi.

- **Imiqathango yezicelo**

Umceli unakho ukunikwa ilungelo kwimiqulu eselugcinweni ephethwe ngu FoodBev SETA, ukuba ezi zinto ziyimfuneko, njengoko kugunyazisiwe kuMthetho- sihlomelo, ziyafikeleleka, njengezi:

- ukuba umceli athobele zonke imfuneko zomiqathango njengoko kuqulathiwe kuMthetho-sihlomelo ngokubhekiselele kwisicelo, kunye
- nokuba ilungelo kula miqulu iselugcinweni iceliweyo ayikhe ingavunyelwa ngokukhankanywa siso nasiphi na isizathu sokunganikezeli esicingelwayo kuMthetho-sihlomelo.

Igunya lomceli lokufumana ilungelo lwezolwazi njengoko kukhankanywa kulo Mthetho-sihlomelo alichatshazelwa siso nasiphi na isizathu esinikwa ngumceli, okanye inkolelo ngu Information Officer (uMmeli wezolwazi) sokuba zeziphi na izizathu zomceli.

Izicelo zelungelo kwimiqulu eselugcinweni eziphethwe ngu FoodBev SETA mazenziwe kwifomu zesicelo eziqingqiweyo (ekuhlulweni kwemali-ntlawula eziqingqiweyo, ukuba zikhona) ezifumaneka kwiSAHRC website (www.sahrc.org.za) okanye iDepartment of Justice (Sebe lezoBulungisa) ne Constitutional Development (www.doj.gov.za phantsi kwe “miqathango”). Ukwenza izinto lula ikopi ifakiwe nayo kulo mqulu wemigaqo.

Izicelo zamalungelo kwimiqulu eselugcinweni mazithunyelwe kwi-Information Officer kule dilesi, fakes okanye idilesi ye-electronic mail enikeziweyo ngasentla.

Umceli kufuneka aveze inkcukacha ezaneleyo kwifomu yesicelo ukuze i-Information Officer ibe nakho ukuyazi imiqulu eselugcinweni nomceli. Umceli kufuneka acacise futhi ukuba loluphi uhlobo lwelungelo olufunekayo kwaye acacise

ukuba uyafuna na ukwaziswa ngesigqibo seFoodBev SETA ngokuphathelene nesicelo ukuze ezo zinto zibalulekileyo zibe sekuhlani. Umceli kufuneka futhi axelele ukuba le mqulu uselugcinwe ufunwa ngohlobo oluthile lolwimi kwaye abhale idilesi yeposi okanye ifeksi kwiRipabliki yoMzantsi Afrika.

Ukuba Isicelo senziwe egameni lomnye umntu, umceli kufuneka ngoko afake isiqinisekiso salo mntu umceli enzela yena isicelo ngendlela eyaneza i-Information Officer.

Ukhe umntu akabi nakho ukwenza isicelo selungelo kumqulu uselugcinwe weFoodBev SETA ngenxa yokuba engafundanga okanye elimele, unakho ukusenza ngomlomo. I-Information Officer yase FoodBev SETA kufuneka isinciphise eso sicelo senziwe ngomlomo ngokuthi isibhale kwifomu ezingqiweyo ze inike umceli ikopi yaso emva koko.

9 IINKONZO EZINOKUFUNYANWA NGAMALUNGU OMPHAKATHI.

- **Uhlobo lweenkonzo**

Iinkonzo ze FoodBev SETA zibandakanya:-

- Ukusetyenziswa wetland yezakhono zesigqeba ngokuyila ubufundi, ukuvumela iplani yezakhono zendawo yokusebenza, ukunikezelwa kwenkxaso kwakunye nokugada imfundo nezoqeqesho kwicandelo.
- Ukukhuthaza ubufundi ngokuqaphela indawo ezinokwenza umsebenzi wezandla kwindawo yokusebenza, ukuxhasa ukuqulunqwa kwezintoezincediswa ekufundeni, ukuphucula ukuncediswa ekufundeni nasekuncedeni ekuqukunjelweni kwesivumelwano sobufundi.
- Ukubhalisa ngokusemthethweni kezivumelwano zobufundi.
- Ukuqokelela nokusasaza irhafu yokuqulunqa izakhono kwisigqeba.

Ezi nkondo azizi kufunyanwa ngamalungu omphakathi kodwa zizakufunyanwa ngabaqeshi nabasebenzi abawela kwicandelo loqoqosho elonyuliweyo leFoodBev SETA.

- **Ungayifumana njani imvume kwezi nkondo.**

Ngaphandle kokuba ilungu lomphakathi liwela kwinkcazelo yomqeshi okanye umqeshwa kwicandelo loqoqosho elonyuliweyo. (njengoko kuchaziwe kwi –Skills Development Act), linganakho ukuzuza ilungelo kwezinkondo ngokungenisa Isicelo kwi-Information Officer yeFoodBev SETA kule dilesi ingentla.

10 AMALUNGISELELO OTHABATHO NXAXHEBA LOMPHAKATHI KUQULUNQO LOMGAQO-NKQUBO

I Mthetho-sihlomelo wokuqulunqwa kwezakhono nomgaqo siseko weFoodBev SETA ziyaluvumela uthabatho nxaxheba lwabasebenzi nabaqeshi kwicandelo elonyuliweyo lezoqoqosho zeFoodBev SETA kuphela. Abantu abawela kweliqumrhu banakho ukuya kwintlanganiso zikawonke-wonke zeFoodBev SETA, bonyule abaphathi beBhodi yeFoodBev SETA kwaye bazigqatsele ulwonyulo lwale Bhodi ngokwomgaqo-siseko weFoodBev SETA noMthetho-sihlomelo wokuqulunqwa kwezakhono.

11 ISISOMBULULO ESIXHOYO XA KUNGATHOTYELWA MTHETHO

IFoodBev SETA ayinayo imiqathango yangaphakathi yokukhalaza ebhekiselele ku Mthetho-sihlomelo. Ngokomthetho, iyantlukwano ngokubhekiselele kuMthetho-sihlomelo Ingasonjululwa ngokuthi kuyiwe ngqo kwinkantolo eyiyo.

12 EZINYE IINKCUKACHA NGOKO KUNOKUQINGQWA KUMTHETHO-SIHLOMELO.

Okwangoku akukabikho zinkcukacha zifumanekayo kuMphathiswa wezoBulungisa ne Constitutional Development ngokwehlelo lama-92 elizakufakwa apha.

13 IMALI-NTLAWULO EZIQINGQIWEYO.

Umthetho sihlomelo ukhankanya intlobo ezimbini zentlawulo-mali eziqingqiweyo, ezizezi; intlawulo-mali yokucela nentlawulo-mali yelungelo, kufuneka zihlawulwe phambi kokuba uFoodBev SETA anikezele ngezo zolwazi.

Umntu ozicelela izinto eziqondene naye, ukutsho oko; umceli ocela ilungelo kwimiqulu eselugcinweni equlathe inkcukacha ngaye akufuneki ahlawule ntlawulo-mali yokucela.

Omnye umceli ongomnye, ongaziceleli nkcukacha ziqondene naye , kuyakufuneka eyihlawulile lo ntlawulo.

Umceli (ngaphandle kocela izinto zakhe) makaziswe yi-Information officer ukuba ahlawule leyo ntlawulo-mali iqingqiweyo phambi kokuba Isicelo sakhe kuqhutyekwe naso.

Xa umceli ehlutshwa kukuhlawula intlawulo-mali yomceli, umceli unokuza enkantolo ephethe Isicelo.

I-Information Officer mayazise umceli ngesigqibo sayo kwisicelo esicacisiweyo ngumceli.

Xa kuthe i-Information Officer yanika isicelo, enye intlawulo mali yelungelo mayihlawulelwe ukukhangela, ukulungiswa, nokuphinda kwenziwe nalo naliphi na ixesha elithe ladlula kwiYure eziqingqiweyo zokulungisa nokukhangela imiqulu eselugcinweni eceliweyo.

lintlawulo-mali eziqingqiweyo zibekiwe ngezantsi ngokwemiqathango efumaneka kuMthetho-sihlomelo.

14 **IMIQULU ESELUGCINWENI EPHETHWE NGU FOODBEV SETA**

Siyigcina kakuhle imiqulu eselugcinweni kwezi ntlobo nemixholo ilandelayo. Nangona kunjalo, nceda uqaphele ukuba uhlobo okanye umxholo kulo mqulu wemigaqo awuthethi ukuba isicelo selungelo kwimiqulu eselugcinweni enjalo iyakwenziwa. Zonke izicelo zamalungelo ziza kuhlalutywa ngokwahlukeneyo ngokwamalungiselelo oMthetho-sihlomelo.

14.1 **Imiqulu eselugcinweni yezangaphakathi**

Le ilandelayo yimiqulu eselugcinweni ngokubhekiselele kwezakhaya zeFoodBev SETA:

- Umgaqo siseko weFoodBev SETA
- Imiqulu eselugcinweni ngezemali
- Imiqulu eselugcinweni ngezemisebenzi
- Ipropati yenkcubeko
- Imiqulu eselugcinweni ngezokuzithengisa
- Imbalelwano yangaphakathi
- Imiqulu eselugcinweni yeprodakthi
- Imiqulu eselugcinweni ngemithetho-tho nkqubo nemiqathango;
- Imithetho-nkqubo nemiqathango yangaphakathi
- Imiqulu eselugcinweni ebanjwe ngabaphathi bequmrhu loluntu

14.2 **Imiqulu eselugcinweni yabasebenzi**

Upersonnel ubhekiselele kuye nabani osebenzela okanye onikezela iinkonzo kwi/okanye egameni leFoodBev SETA kwaye afumane okanye abe nelungelo lokufumana nawuphi na umvuzo okanye nawuphi na umntu oncedisa ekuphatheni nasekuqhubeni umsebenzi okanye inkonzo zeFoodBev SETA. Le nto ibandakanya , ngaphandle komlinganiselo, Abaphathi, lintloko zamasebe, Imanejala, bonke abaqeshwa abaqeshwe isigxina, abethutyana, nabamane besiza kunika inkonzo zabo

ngentsuku ezithile nabo baqeshwe ngokwesivumelwano sexesha elisikiweyo. Imiqulu eselugcinweni yabasebenzi ibandakanya ezi zinto zilandelayo;

- Nayo nayiphi imiqulu eselugcinweni enikezelwe kwiqumrhu loluntu ngumsebenzi walo.
- Nayo nayiphi na imiqulu eselugcinweni enikezelwe ngumntu wesithathu kwiqumrhu loluntu ngaye nawuphi na umsebenzi.
- limeko zengqesho kwakunye nezinye izinto eziyelelene kwisivumelwano somsebenzi ne miqulu eselugcinwe yokuzibophelela ngokomthetho.
- Imiqulu eselugcinweni yeemvavanyo zangaphakathi; kunye
- Neminye imiqulu eselugcinweni yezangaphandle nembalelwano.

14.3 **Imiqulu eselugcinweni enxulumene nomsebenzi**

Inkcukacha ezinxulumene nomsebenzi zibandakanya ezi zinto zilandelayo:

- Nayo nayiphi na imiqulu eselugcinweni umntu wesithathu ayinike iqumrhu loluntu; kunye
- Nemiqulu uselugcinwe equlunqwe ngu okanye ngokwequmrhu loluntu ngokuphathelele kumsebenzi okanye iinkonzo, kubandakanywa nemiqulu uselugcinwe ngokokusetyenziswa kwayo.

14.4 **Amanye amaqela**

Imiqulu eselugcinweni iyagcinwa kulungiselelwa amanye amaqela, kubandakanywa ngokungaphandle komlinganiselo, kubaqeshi, abasebenzi, ikontrakhi, abanikeli ngezinto ezisetyenziswayo, amasebe amacandelo kunye nabanikezeli benkonzo.

Okanye, amaqela anje anakho ukubanga imiqulu eselugcinwe ekunokuthiwa yeyequmrhu loluntu. Le miqulu iselugcinwe iwela kolu hlobo:

- Abasebenzi, umsebenzi okanye iinkonzo ezinxulumene nemiqulu eselugcinwe ephethwe ngomnye umntu ngokungavumeleniyo nokuba ziphathwe nguFoodBev SETA; kwaye
- Imiqulu eselugcinweni ephethwe nguFoodBev SETA ngokuphathelelelele kwamanye amaqela, kubandakanywa imiqulu eselugcinweni ngezemali, imbalelwano, imiqulu eselugcinweni ngezokuzibophelela, imiqulu eselugcinweni ngomnye umntu okanye imiqulu eselugcinweni enikezelwe ngumntu wesithathu ngabathengiseli babo.

14.5 **Eminye imiqulu eselugcinweni**

Eminye imiqulu eselugcinweni ephethweyo, ibandakanya

- Ezolwazi ngokunxulumene nezentengiso zephuhliso lweFoodBev SETA; okanye
- Inkcukacha ekhangelweyo yeFoodBev SETA okanye eqhutywe egameni lo mntu wesithathu.