
**Imanuwali yoMkhandlu Wocwaningo Lwezesayensi
Nezezimboni ngokuhambisana neSigaba 14**

soMthetho Wokufinyelelwa Kolwazi uMthetho 2 wezi-2000

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AMAGAMA AFINGQIWE

CSIR	Council for Scientific and Industrial Research
EPIC	Excellence, Passion, Integrity, and Collaboration
PAIA	Promotion of Access to Information ACT
PAYE	Pay As You Earn
SITE	Standard Income Tax on Employees
VAT	Value Added Tax

1 Imininingwane ngokuhambisana neSigaba 14

1.1 Umyalelo ojutshwe abakwa-CSIR¹

I-CSIR umkhandlu kahulumeni wezocwaningo, owasungulwa uHulumeni, futhi olawulwa uMthetho WoMkhandlu Wezocwaningo Lwezesayensi, 1988 (uMthetho wama-46 we-1988), njengalokhu uchitshiyelwe uMthetho wama-27 wezi-2014. I-CSIR ifakwe ohlwini lwamabhizinisi omphakathi ngokuhambisana noMthetho Wokuphathwa Kwezimali Zomphakathi, phecelezi i-Public Finance Management Act (i-PFMA), we-1999 (uMthetho woku-1 we-1999), njengalokhu uchitshiyelwe uMthetho wama-29 we-1999. Umphathi wayo omkhulu uNgqongqoshe wezeMfundo ePhakeme, ezeSayensi nezobuChwepheshe.

I-CSIR inhlangotho enkulu kunazo zonke yezesayensi nezocwaningo lwezobuchwepheshe, yokuthuthukiswa nokuqaliswa kokusebenza e-Afrika futhi isebenza ngaphansi komyalelo olandelayo:

"Ngokwentshisekelo yezwe, i-CSIR, ngocwaningo oluqondisiwe nolungaphansi kwezihloko ezahlukahlukeni kanjalo nangobuciko bezobuchwepheshe, kufanele ikhuthaze ukuthuthuka kwezizimboni nezesayensi, ingabe yona uqobo ngokwayo, noma ngokubambisana nohulumeni kanye nezikhungo zomkhakha wezimboni ezizimele, ukuze ibe negalelo ekuphuculweni kweziganhle lempilo yabantu baseNingizimu Afrika".

1.2 Umsebenzi nezimpokophelo zabakwa-CSIR

I-CSIR iyinhlangotho ehamba phambili ocwaningweni lwezesayensi nezobuchwepheshe eqhuba ucwaningo, ethuthukisayo, ematanisa nokwenza kwasendaweni futhi esabalalisa ezobuchwepheshe ukuze kuphangiswe ukuchuma emnothweni womphakathi eNingizimu Afrika. Umsebenzi wenhlangotho uneqhaza ekuthuthukisweni kwezimboni bese kwesekwa umbuso onamandla.

I-CSIR yasungulwa ngoMthetho wePhalamende ngonyaka we-1945 kanti isiphathimandla esiphuzulu kuba uNgqongqoshe wezeMfundo ePhakeme, ezeSayensi nezobuChwepheshe.

Inhlangotho idlala indima esemqoka ekwesekeni imboni ezimele kanye nohulumeni ngohlelo locwaningo oluqondile olumataniwa nezindaba zezwe eziseqhulwini, umyalelo wenhlangotho kanye namakhono ayo kwezesayensi, ezobunjiniyela kanye nezobuchwepheshe.

Umthelela yiwona umongo webhizinisi lenhlangotho kanti izinjongo ezilandelayo zenzelwe ukuqinisekisa ukuthi injongo yayo iyayifeza:

- Ukuqhuba ucwaningo, ukuthuthukisa nokwakha izinto ezintsha, ukwenza ubuchwepheshe obuthile busebenziseke endaweni futhi iphangise ukusatshalaliswa kwabo;
- Ukuphucula ngokubambisana ukuthuthuka nokuncintisana ezimbonini ezinomthelela omkhulu ukuze kwesekwe ukwandiswa kwezimboni eNingizimu Afrika;
- Ukugqunguzela inguquko kwezomnotho womphakathi ngosizo locwaningo, intuthuko nokwakhiwa kwezinto ezintsha (RD&I) okweseka ukuthuthukiswa kombuso onamandla;
- Ukwakhiwa nokuguqulwa kwabantu abangabasebenzi kanye nengqalasizinda; kanjalo

¹ Bheka futhi lapha <http://www.csir.co.za/aboutus.html>

Izinhlaka zamaqoqo ezigxile emikhakheni yezimboni ime kanje:

- a) Ezamakhemikhayili, Ezolimo, Ukudla Nezempilo kwa-CSIR
 - i) Ezempilo i-NextGen kwa-CSIR
 - ii) Ezolimo Nokudla Zeqophelo Eliphakeme kwa-CSIR
 - iii) Ezokukhiqiza Esikhathini esizayo kwa-CSIR:
Amakhemikhayili
- b) Ezokuvukuza Ezimayini, Ezokukhiqiza, Ezokuvikela Nokuvikeleka kwa-CSIR
 - i) Ezokukhiqiza Esikhathini Esizayo kwa-CSIR: Ezokuvukuza Ezimayini
 - ii) Ezokukhiqiza Esikhathini Esizayo kwa-CSIR: Ezokukhiqiza
 - iii) Ezokuvikeleka Nokuphepha kwa-CSIR
- c) Izinsizakalo Zemvelo kwa-CSIR, Ukuqaliswa Kokusebenza KweNgqalasizinda, Izinsizakalo Zomphakathi Nezokuqeqesha
 - i) Izindawo Ezinobuchwepheshe kwa-CSIR
 - ii) Amabhizinisi e-NextGen Nezikhungo kwa-CSIR
 - iii) Ukuhamba Ngezobuchwepheshe kwa-CSIR

2.2 Abeseka ngezinsizakalo

- a) Ezomthetho, Ukuthotshelwa Kwezimiso Nokusizakala Kwamabhizinisi
 - i) Ezomthetho Nokuthotshelwa Kwezimiso
 - ii) Ukuphathwa Kwezinsiza
Nezokuvikeleka
 - iii) Ukuphepha, Ezempilo
Nempilo Yendawo Nezinganhle
 - iv) Ezezinkomfa Nezindawo Zokuhl
 - v) Ukunganyelwa Kwezingozi Zamabhizinisi
- b) Abasebenzi
- c) Ezezimali
 - i) Ukutholakala Kwempahla Okuphusile
 - ii) Ezolwazi Ezokuxhumana
Nezobuchwepheshe
- d) Ukuchuma Ebhizinisini Nokudidiyelwa

3 Iminingwane yokuxhumana - iSigaba 14 (1)(b)

- **Ihlovisi Lesikhulu Esengamele ulwazi**
Chief Executive Officer
Ucingo: (012) 841 2911
- **Iphini Lesikhulu Esengamele ulwazi**
Privacy Office
Ucingo: (012) 842 7235
I-imeyli: privacy@csir.co.za
Ikheli lesizindalwazi: <http://www.csir.co.za>

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- **Ikheli Lomgwaqo** Meiring Naudé Road
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4 Umhlahlandlela weSigaba 10 mayelana nokuthi usetshenziswa kanjani uMthetho - iSigaba 14(1)(c)

Uyacelwa ubhekise noma yimiphi lapha:

The Information Regulator (South Africa)

Ikheli leposi: P.O Box 31533 Braamfontein
Johannesburg
2017

Ikheli lendawo: JD House
27 Stiemens Street

Braamfontein
Johannesburg
2001

Isizindalwazi: <https://www.inforegulator.org.za>
I-imeyli: Izikhalazo – PAIAComplaints@inforegulator.org.za
POPIAComplaits@inforegulator.org.za

Imibuzo ejwayelekile – enquiries@inforegulator.org.za

5 Ukufinyelelwa kwamarekhodi asezandleni zabakwa-CSIR

5.1 Ukudalula okuzenzekelayo – iSigaba 14(1)(e)

Lonke ulwazi olutholakala kusizindalwazi, www.csir.co.za, ludalulwe ngokungaphoqiwe. Lolu lwazi lubandakanya umbiko wonyaka wamanje, izitatimende zezezimali zonyaka, umbiko WoMcwaningimabhukuJikelele, umbiko mayelana nokubusa ngokubambisana, umbiko-jikelele nezitatimende zezezimali.

Ulwazi olulandelayo nalo ludalulwe ngokungaphoqiwe:

1. Amadokhumenti ahlobene nenqubomgomo kanye nokuphathwa kwe-CSIR – embikweni wonyaka, amakhophi amaphepha noma kusizindalwazi sakwa-CSIR.

5.2 Amarekhodi angase acelwe – iSigaba 14(1)(d)

- **Ulwazi Lokwenziwa Komsebenzi kanye Nezivumelwano** okuhlobene namaqoqo alandelayo:
- Amadokhumenti ahlobene nenqubomgomo, izinjongo nokuphathwa kwe-CSIR;
- Izinqondiso, izisombululo, nemiyalelo yeBhodi lakwa-CSIR;
- Izivumelwano ezenziwa ngokuhlanganyela nezinkampani ezingaphansi kwayo kanye/noma izivumelwano nanoma yimuphi umuntu, uhulumeni noma abasingethe;
- Izivumelwano zokuqashisa, amatayitele, amabhondi obunikazi bempahla namabhondi ezibambiso zezikweletu ezihlobene nempahla enyakazayo nenganyakazi;
- Amarekhodi enkampani ahlobene nezinkampani ezisungulwe yi-CSIR noma ngokubambisana nophathina abasebenzisana nabo kanye/noma noma yimuphi umuntu ngenhloso yokuthuthukisa lokho okusunguliwe noma ulwazi lwezobuchwepheshe;
- Amamemorandamu Okusebenzisana; kanye
- Ne-Metadata nolwazi lwamabalazwe endawo.
- **Amarekhodi Ezezimali Nezokubalwa Kwemali** ahlobene namaqoqo alandelayo:
- Amarekhodi e-akhawunti yasebhange;
- Amabhuku okubhalwa kuwo izimali nezitatimende zezezimali;
- Umbiko wonyaka woMcwaningimabhuku;
- Izitatimende zezimali ezicwangingiwe;
- Izitatimende zezimali zezinkampani ezingaphansi;
- Umbiko wonyaka, ubandakanya isitatimende sesimo sezimali nesitatimende semali engenayo kanjalo nezindleko ezenziwe okuqinisekiswa uMcwaningimabhuku-Jikelele;
- Isabiwomali sonyaka nohlelo lwenkampani njengalokhu kuhlinzekelwe ku-PFMA;
- Amarekhodi e-Value Added Tax (VAT), Intela Enqunyiwe Yabasebenzi (SITE) Intela Yabasebenzayo, phecelezi i-Pay As You Earn (PAYE); kanye
- Nolwazi olwengeziwe olufuna uNgqongqoshe.
- **Amarekhodi akwaNdabazabantu** ahlobene namaqoqo alandelayo:
- Izinqubomgomo nezinqubo;
- Amafayela abasebenzi – ngokuncike emithethweni ebusa uMthetho Wokuvikelwa Kolwazi Lwabasebenzi, 2013 (uMthetho we-4 wezi-2013);
- Izinkontileka, izimo zokusebenza kanye nezinye izivumelwano;
- Amarekhodi okufanele agcinwe mayelana nomsebenzi; kanye
- Namarekhodi ezikhwama zempesheni empesheni eyasungulwa ngaphansi kweAssociated Institutions Pension Fund Act, 1963(uMthetho 41 we-1963).
- **Ucwaningo, izisombululo zezobuchwepheshe nolwazi lokweseka** oluhlobene namaqoqo alandelayo:
- Ubuchwepheshe Bezamabhizinisi Nokwakha;
- Ubuchwepheshe Bezokuvikela;
- Ubuchwepheshe Bokudla, Okuphilayo, Namakhemikhayili;
- Ubuchwepheshe Bezokuxhumana Nolwazi;

- Ubuchwepheshe Bezokukhiqiza Nezimpahla;
- Ubuchwepheshe Bezezimayini;
- Ubuchwepheshe Bezemigwaqo Nezokuthutha;
- Ubuchwepheshe Bezamanzi, Imvelo Nezamahlathi; kanye
- Nobuchwepheshe Bezamandla kagesi.
- **Ulwazi olumayelana Nobunikazi bempahla Engumkhiqizo Wengqondo Yomuntu** oluhlobene nala maqoqo alandelayo:
- Amalungelo okutholakele nokuqanjiwe kanjalo nokuthuthukiswa malungana nezinqubo, izinsiza zokwenza nemishini okwenziwe abasebenzi bakwa-CSIR ngenkathi beqashwe yile nhlango;
- Amalungelo okutholakele, nokuqanjiwe kanjalo nokuthuthukiswa okwenziwe ngabeCSIR ophenyeni olubhekene noma esikhundleni somunye umuntu, uhulumeni noma abaphethe; Amalayisensi okusebenza nezicelo zamalayisensi okusebenza; kanye Nezivumelwano zelayisensi.
- **Imiphumela Yocwaningo:**
- I-CSIR iye iqhube imisebenzi yocwaningo oluhlukahlukene kanti izifingqo zalolu cwaningo ziyashicilelwa lapha www.csir.co.za; futhi
- I-CSIR idinga ukuthi ucwaningo olwenziwe yiwo wonke amalungu abasebenzi babo luhambisane namazinga aphezulu obuqotho ancike ezimisweni zobuqotho, ukwethemba, nobumbano kanjalo nobulungiswa. Ngenxa yalokho, zonke izicelo zokufinyelelwa kwemiphumela yocwaningo kuzohlolwa ngokubuka isicelo ngasinye futhi isinqumo sizothunyelelwa umfakisicelo, ngokubukelela izibopho zokugcinwa kolwazi luyimfihlo ezingxenyeni eziseceleni kanye Nobunikazi Bempahla Engumkhiqizo Wengqondo enabanikazi bayo.

6 Izinqubo zokufaka izicelo – iSigaba 14 (1)(d)

6.1 Ukudalulwa kwamarekhodi

Umfakisicelo kufanele anikezwe ukufinyelela kwerekhodi lenhlango yomphakathi uma umfakisicelo ehambisana nalokhu okulandelayo:

- Umfakisicelo ehambisana nazo zonke izimfuno zezinqubo eziseMthethweni ezihlobene nesicelo sokufinyelela kulelo rekhodi; kanti
- Nokufinyelela kulelo rekhodi akunqatshwa ngenxa yanoma yiziphi izizathu ezihlinzekwe eMthethweni, bheka ku-10.17 ngezansi.

6.2 Uhlobo lwesicelo

- Umfakisicelo kufanele asebenzise iFomu A Lokucela Ukufinyelela iRekhodi elinqunyelwe lokhu (Isimiso 7), elitholakala kuWebhusayithi yakwa-CSIR www.csir.co.za.
- Umfakisicelo kufanele acacise ukuthi isicelo sakhe esokuthola ikhophi yerekhodi noma kucelwa ilungelo lokuhlolwa kwerekhodi emahhovisi enhlango yomphakathi. Kungenjalo, uma irekhodi lingeyona idokhumenti, lingabukwa ngale ndlela eceliwe – iSigaba 29(2).

-
- Ukufinyelela kufanele kuhlinzekwe ngendlela ethile nendlela eceliwe ngaphandle uma leyo ndlela ingaphazamisa ngendlela engafanelekile ukuqhutshwa kwenhlangano yomphakathi ethintekayo noma ukulimala kwerekhodi, noma-ke kuphazamisa amalungelo obunikazi angawombuso. Uma ngenxa yezizathu eziphusile ukufinyelela kungakwazi ukunikezwa ngendlela eceliwe, kodwa ikhona enye indlela yokwenza, imali kufanele ibalwe ngokuhambisana nendlela yokudalulwa kokuqala okucelwe umfakisicelo – iSigaba 29(3) kanye nesesi-(4).
 - Uma, ngaphezu kwempendulo ebhaliwe ebhekiswe esicelweni serekhodi, umfakisicelo edinga ukwaziswa ngesinqumo nganoma eyiphi enye indlela, isib. Ucingo, lokhu kufanele kubekwe ngokucacile – iSigaba 18(2)(e).

- Uma umfakisisicelo ecela ulwazi esikhundleni somunye umuntu, isimo nesikhundla isicelo esenziwe ngaphansi kwaso kufanele kubalulwe – iSigaba 18(2)(f).
- Uma umfakisisicelo engakwazi ukufunda noma ukubhala, noma enokukhubazeka, isicelo singenziwa ngomlomo. Esimweni esinjalo, Isikhulu Esengamele Ulwazi kufanele sigcwalise ifomu esikhundleni somfakisisicelo futhi sihlENZEke umfakisisicelo ngekhophi noma amakhophi – iSigaba 18(3).

6.3 Izimali ezikhokhwayo

- Kunezinhlalo ezimbili zezimali ezikhokhwayo ngokusho koMthetho, lapha sibala imali yesicelo kanye ne(zi)mali yokufinyelela – iSigaba 22.
- Umfakisisicelo ofuna ukufinyelela irekhodi eliqukethe ulwazi oluqondene nomuntu siqu mayelana nomfakisisicelo, akudingeki ukuba akhokhe imali yesicelo. Umfakisisicelo ngamunye, ongeyena umfakisisicelo siqu, kufanele akhokhe imali yesicelo enqunyiwe.
- Isikhulu Esengamele Ulwazi kufanele sazise umfakisisicelo (ngale komfakisisicelo oqondene nesicelo) ngezindlela ezifanele, simcela ukuba akhokhe imali enqunyiwe (uma ikhona) ngaphambi kokuqhubeka² nesicelo.
- Imali yesicelo ekhokhwa yizinhlangano zikahulumeni ama-R100. Umfakisisicelo angafaka isikhalo ngaphakathi, lapho kufanelekile, noma isicelo enkantolo ephikisana nokulethwa noma ukukhokhwa kwemali yesicelo.
- Emva kokuba Isikhulu Esengamele Ulwazi sesenzile isinqumo saso mayelana nesicelo, umfakisisicelo angase azizwe ngendlela ebalulwe umfakisisicelo.
- Uma isicelo sivunywa, imali yokufinyelela kufanele ikhokhelwe ukucingwa, ukulungiswa, ukushicilelwa kanye nanoma yisikhathi esingakanani esidlule amahora anqunyiwe abekalelwe ukucingwa nokulungiswa kwerekhodi elizodalulwa.

6.4 Ukukhokhwa kwemali

- Imininingwane yokukhokha ingatholwa Esikhulwini Esengamele Ulwazi ebalulwe ngenhla futhi kungakhokhwa ngkwenza idiphosi ngqo noma nge-postal order (azikho izinkokhelo zekhadi lesikweletu ezamukelwayo). Ubufakazi bokukhokha kufanele bulethwe.
- Imali yokufinyelela kufanele ikhokhwe ngaphambi kokuba ukwazi ukufinyelela irekhodi eliceliwe. Uma isicelo sokufinyelela siphumelela imali yokufinyelela ingase idingeke ukuze kucingwe, kukhiqizwe kabusha kanye/noma kulungiswe i(ama)rekhodi futhi izobalwa ngokusekelwe Ezindlekweni Ezinqunyiwe njengoba zibekwe kusiThasiselo A.

7 Izinsizakalo ezitholakalayo – iSigaba 14(1)(f)

Ngokusho koMthetho WoMkhandlu WezoCwaningo LwezeSayensi, i-CSIR inganikeza ngolwazi lwezobuchwepheshe obusezandleni zayo bukwazi ukufinyelelwa yinoma yimuphi umuntu, ukuze igcwalise imisebenzi yayo noma ukufinyelela noma yiziphi zezinhloso zayo, ingene ezivumelwaneni nanoma yimuphi umuntu kanye nangokubambisana nanoma yimuphi umuntu, isungule inkampani ngesizathu sokuthuthukisa nokusebenzisa noma yini ekhiqiziwe noma ulwazi lwezobuchwepheshe

² “ukusetshenzwa” kuchaza noma yimuphi umsebenzi noma umnyakazo noma-ke noma yiluphi uchungechunge lwezenzo, ingabe okuzenzekelayo noma cha, mayelana nolwazi lomuntu siqu, kubandakanya — ukuqoqwa, ukwamukelwa, ukuqoshwa, ukuhlelwa, ukuqokelelwa, ukulondolozwa, noma ukulungiswa, ukukhishwa, ukubhekiswa kukhona noma ukusetshenziswa; ukusabalaliswa ngendlela yokuthumela, ukusabalalisa noma ukwenziwa kutholakale nganoma iyiphi indlela; noma ukuhlanganiswa, ukuxhunyaniswa, kanjalo nokukhalwa, ukudicilela phansi, ukusulwa noma ukushabalaliswa kolwazi;

kanye, ngokucela noma ukuvuma kwangaphambilini kukaNgqongqoshe, nokuqala ucwaningo kunoma iyiphi indawo engaphandle kwaleli lizwe esikhundleni sanoma yimuphi umuntu kunoma iyiphi indawo.

8 Izinhlelo ezivumela ukubandakanywa komphakathi ekusungulweni kwenqubomgomo kanye nokusetshenziswa kwamandla – iSigaba 14(1)(g)

Amalungu eBhodi ye-CSIR aqokwa emkhakheni ozimele nguNgqongqoshe obhekene nokuphathwa nokusebenza koMthetho WoMkhandlu WezokuCwaninga NezeSayensi. I-CSIR ibuswa umthethongqangi, wona, kuncike kuhlobo nobunzima bakhona, kungaqale kuphongozwe yiphepha nokuxoxa elibeka ngokusobala indlela engasetshenziswa futhi elimema ukuphawula komphakathi. Lesi sinyathelo kufanele silandelwe noma esikhundleni saso kukhishwe umthetho owuhlaka ukuze umphakathi uphawule ngawo.

9 Izisombululo ezitholakalayo uma imihlinzekelo yoMthetho ingathotshelwanga – iSigaba 14(1)(h)

- I-CSIR ayinayo inqubo yangaphakathi yokufakwa kwezikalazo ukuze kubhekanwe nezikalazo ezibhekiswe ezinqumweni zeSikhulu Esengamele Ulwazi noma Iphini Lesikhulu Esengamele Ulwazi.
- Ingxenye engenelisekile ingafaka isicelo enkantolo ukuze ithole ukwaneliseka okufanele. Lapho izwa isicelo esinjengaleso, inkantolo ingakhipha umyalelo onobulungiswa nokuphatha ngokulingana kubandakanya:
- Ukuqinisekisa, ukuchibiyela noma ukubuyisela eceleni isinqumo esimayelana nesicelo;
- Ukuthuma Isikhulu Esengamele Ulwazi ukuba sithathe izinyathelo ezithile noma siyeke ukuthatha izinyathelo lezo inkantolo ezibona ziyisidingo esikhathini esibalulwe kulo myalelo;
- Ukunikeza ngomyalelo wokukhalima, owesikhashana noma owosizo oluthile, umyalelo oyisimemezelo noma ukunxeshezela; noma
- Izindleko.

10 Ukusetshenziswa kolwazi lomuntu siqu

10.1 I-CSIR ingasebenzisa ulwazi lomuntu siqu lwamaqoqo alandelayo abantu okuthathwa kubo imininingo:

- Amakhasimende nabasebenzi, abameleli, izithunywa, osonkontileka nabahlinzeki ngezinsiza kumakhasimende anjengalwa;
- Abahlinzeki, abahlinzeki ngezidingo kubadayisi bakwa-CSIR nabasebenzi, abameleli, izithunywa, osonkontileka nabahlinzeki kanjalo nabahlinzeki ngezinsiza;
- Abaqondisi nezikhulu ezisebenza kwa-CSIR;
- Abanikazimasheya;
- Abafakizicelo zomsebenzi;

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- Abasebenzi abavele bekhona nabesikhathi esizayo (kubandakanya osonkontileka, izithunywa, abasebenzi abaqashwe isikhashana);
 - Abavakashi abahambele kwa-CSIR; kanye
 - Nabakhalazayo, ababhale okubhaliwe nababuza imibuzo.

Konke lokhu okungenhla kubandakanya abantu okuthathwa kubo imininingo bamanje, isikhathi esidlule, noma okunamathuba okuba basengasetshenziswa.

10.2 Uhlobo lolwazi lomuntu siqu okusetshenzwa ngalo maqondana nabantu okuthathwa kubona imininingo lungase lubandakanye, njengalokho kufanelekile:

- Igama, inombolo yokuhlonza, uphawu, ikheli le-imeyli, ikheli lendawo, inombolo yocingo, indawo yolwazi, okokuhlonza ku-inthanethi noma okunye okuthile okuqondene nomuntu;
- Ulwazi lomuntu olucwaningwayo;
- Ulwazi oluhlobene nomlando wezemfundo noma impilo, ezezimali, ubugebengu noma okumayelana nomsebenzi walowo muntu okuthathwa kuyena imininingo;
- Ulwazi oluhlobene nobuhlanga, ubulili, isimo somshado, imvelaphi yobuzwe, iminyaka yobudala, ulimi kanye nokuzalwa komuntu okuthathwa kuyena imininingo;
- Imibono yomuntu, indlela yokubuka izinto noma okuncanyelwa umuntu okuthathwa kuye imininingo;
- Okubhalelwene kona okuyimfihlo okuthunyelwe umuntu okuthathwa kuyona imininingo; kanye
- Nemibono nendlela yokubuka izinto komunye umuntu mayelana nomuntu okuthathwa kuyena imininingo.

10.3 I-CSIR isebenza ngolwazi lomuntu siqu lwabantu okuthathwa kubo imininingo ngezizathu zalokhu:

- Ukugcwalisa izibopho zayo ngokuhambisana nemithetho esebenzayo;
- Ukuqinisekisa ulwazi oluhlinzekwe abakwa-CSIR;
- Ukuthola ulwazi oludingekayo ukuze kuhlinzekwe izidingo zenkontileka okuvunyelwenwe ngazo ekhasimendeni;
- Ukungamela, ukugcina nokubhekelela izibopho zezinkontileka zabakwa-CSIR kumakhasimende, abathengi, abahlinzeki, abahlinzeki ngezinsiza, abasebenzi, abaqondisi kanye nezinye izingxenye eziseceleni;
- Ukuthengisa nokukhangisa;
- Ukusonjululwa nokulandelelwa kwezikhalazo;
- Ukunganyelwa nokutholakala kwezimpahla, abasebenzi kanye nabavakashi emagcekeni akwaCSIR; kanjalo
- Nokugcinwa kwamarekhodi omlando, ucwaningo nokurekhodwa kwezibalo ezidingekayo zokugcwalisa izinjongo zezindaba zakwa-CSIR.

10.4 Izigaba ezikhethekile zolwazi lomuntu siqu

Ukucutshungulwa kolwazi lomuntu siqu olukhethekile ngokuvamile akuvunyelwe, i-CSIR ivunyelwe ukucubungula ulwazi lomuntu siqu olukhethekile kulezi zimo ezilandelayo:

- Umnikazi wedatha unikeze abakwa-CSIR imvume yokucubungula ulwazi lwakhe siqu olukhethekile;
- Ukucubungula kuhambisana nesibopho esisemthethweni;
- Ukucutshungulwa kolwazi kuyadingeka ngezinjongo zokufeza izibopho kanye nokusebenzisa amalungelo athile emkhakheni wokuqashwa nokuvikeleka;
- Ukucutshungulwa kolwazi kusemqoka ukuze kuvikelwe izintshisekelo ezibalulekile zedatha yomuntu noma omunye umuntu lapho umnikazi wedatha engakwazi ngokomzimba noma ngokomthetho ukuvuma;
- Ukucutshungulwa kolwazi kuyadingeka ngezinjongo zezokwelapha kokuvikela, ukuze kuhlolwe amandla okusebenza abasebenzi.

10.5 Izigaba Ezikhethekile Zolwazi Lomuntu Siqu Oluqoqiwe maqondana nabasebenzi

- Ubuhlanga noma ubuzwe;
- Ukuziphatha kobugebengu;
- Ubulungu ezinyunyaneni;
- Umlando wezokwelapha oqoqwe esikhungweni sezokwelapha esisendaweni, Ulwazi mayelana nempilo yakho, kuhlanganisa nanoma yisiphi isimo sezempilo;
- Idatha ye-biometric; futhi
- Ulwazi lomuntu siqu lwezingane.

10.6 Izinjongo zokuqoqwa kolwazi lomuntu siqu ngokwezigaba ezikhethekile:

- Ulwazi oluhlobene nesikhathi sekhefu, olungase luhlobane nokugula, ukuze kuthotshelwe ukuqashwa kanye neminye imithetho;
- Ulwazi oluphathelele nesimo sempilo yabasebenzi bethu ngokomzimba noma ngokwengqondo noma isimo sokukhubazeka ukuze kuhlolwe ukufaneleka kwabo emsebenzini, ukuhlinzeka ngendawo yokuhlala ekhethekile futhi ukuze kuvikelwe impilo nokuphepha emsebenzini;
- Ulwazi mayelana nobuhlanga noma ubuzwe ukuze kuthotshelwe izibopho zomthetho mayelana nokulingana emsebenzini;
- Ulwazi oluhlobene nobulungu bezinyunyana ukuze kukhokwhe amaphrimiyamu kanye nokuthobela izibopho zomthetho wezabasebenzi;
- Ulwazi oluphathelele nezingane njengengxenyane yenqubo yamalungu angabasebenzi bethu yokuqoka abahlomuli babo ngokuhambisana nezikhwama zempesheni, izikimu zezokwelashwa, njll.
- Ulwazi oluphathelele nezingane njengengxenyane yezinqubo zokulawula ukufinyelela kwezokuphepha ze-CSIR kanye nezinqubo zempilo nokuphepha.

10.7 I-CSIR ingase ihlinzeke ngolwazi lomuntu siqu kubantu abalandelayo, kodwa izokwenza loko ngokuhambisana ngokugcwele nemithetho efanele, isib. uMthetho Wokuvikelwa Kolwazi Lomuntu Siqu kanye noMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika:

- Izinhlango ezilawulayo, zombuso nezikahulumeni;
- Abahlinzeki, abahlinzeki ngezinsizakalo, abadayisi, izithunywa nabammeleli be-CSIR;
- Abasebenzi be-CSIR;
- Abanikazimasheya kanye nabanye ababambiqhaza;
- Izithunywa zokuqinisekisa izingxenye eziseceleni kanye nesikhungo esigcina imininingwane yezokukweleta;
- Izinhlango ezikolekayo; kanye
- Namabhangwe kanye nezinye izikhungo zezezimali.

10.8 Okulandelayo kuyosetshenziswa mayelana nohlelo lwemininigwana yabafisa ukuwela imingcele, okuyohlaziywa ngabakwa-CSIR maqondana nezigaba zemininigwana yabo:

- Imininingwana yangasese yomuntu ingendluliselwa ngale kwemingcele ngoba abakwaCSIR basingatha ezinye zezinhlalo kanye nemibuso yamanye amazwe; futhi
- Imininingwana yabasebenzi nabeluleki bamanje ingandluliselwa ngale kwemingcele emazweni angomakhelwane, lapho abakwaCSIR bezinze khona noma bexhasa khona ngenxa yezibopho zezivumelwano.

10.9 Izinyathelo zokuphepha ezisetshenziswa noma ezizosetshenziswa yi-CSIR ukuze kuqinisekise ukugcinwa kuyimfihlo, ubuqotho kanye nokutholakala kolwazi lomuntu siqu okungenzeka ukuthi kusetshenzwa noma olucutshungulwa yi-CSIR:

I-CSIR iyaqhubeka nokusungula futhi igcine izinyathelo ezifanele, ezifanele zobuchwepheshe nezenhlango ukuze kuqinisekise ukuthi ubuqotho bolwazi lomuntu siqu olukuyo noma olulawulwa yiyo luvikelekile. Iphinde iqinisekise ukuthi lolu lwazi luvikelekile ekucutshungulweni okungagunyaziwe noma okungekho emthethweni, ekulahlekeni kwengozi, ekucekeleni phansi noma ekulimaleni, ekuguqulweni, noma ekufinyeleleni ngokuhambisana nezimfuneko ezibekwe emthethweni, emithethweni yemboni kanye nezinqubo nezinqubo zokuphepha zolwazi ezamukelwa ngokuvamile ezisebenza i-CSIR.

10.10 I-CSIR ifuna ukuqhuba ukuhlola njalonjalo ukuze:

- Ihlonze zonke izingozi eziqagulwayo ezingaphandle nangaphakathi ezingenzeka emininigwaneni yomuntu siqu ngenkathi isezandleni zayo nangaphansi kokulawula kwayo;
- Iqiniseke ukuthi izinyathelo zokuphepha zenziwa ngempumelelo ukuze kuvikelwe ulwazi lomuntu siqu; futhi
- Lapho kunokwenzeka, i-CSIR ivuselela izinyathelo zayo zezokuphepha ukuze iqinisekise ukuphepha kolwazi lomuntu siqu olusezandleni zasekulawuleni kwayo.

10.11 Izikhathi zokugcinwa kolwazi lomuntu siqu:

- NgokoMthetho Wokuvikelwa Kolwazi Lomuntu Siqu, i-CSIR kudingeka ukuthi igcine idatha yakho yomuntu siqu isikhathi eside kunesidingekayo ngezinjongo ecutshungelwa zona. Ngemva kokuthi Idatha Yakho siqu ingasadingeki ngezinjongo eyacutshungelwa zona, izogcinwa kungobo yomlando isikhathi esidingekayo sokulondolozwa njengoba kuqukethwe Kunqubomgomo Yokuphathwa Kwamarekhodi kanye Nohlelo Lwefayela. Uma isikhathi sokulondolozwa sesiphelile, ulwazi lomuntu siqu luzoshatshalaliswa. Noma yimiphi imininigwane yomuntu ethunyelwe kwa-CSIR ngezinjongo zokukhangisa, ukubhalisa noma izaziso zohlelo lokwaziswa ngemininingwane emisha izogcinwa yi-CSIR kuze kube yileso sikhathi lapho usazisa khona ukuthi awusafuni ukuthola lolu lwazi.

10.12 Izehlakalo zokwepulwa kwemithetho nezokuphepha:

- I-CSIR isebenzisa futhi ihlola izinqubo zokwengamela ukwepulwa kwemithetho kanye nezokuphepha ezilawula ukuthi izehlakalo zokwepulwa kwemithetho nezokuphepha kufanele zisingathwe kanjani. Izinqubo zicacisa ukuthi ubani okufanele alawule isigameko sokwepulwa kwemithetho nezokuphepha, izinyathelo okufanele zithathwe ukuvimbela nokunciphisa ukwehla kwesigameko, ukuthi isigameko kufanele sibikwe kanjani nokuthi ubani okufanele aziswe uma kwenzeka isigameko. Izehlakalo ezithinta ukuvikeleka kolwazi lomuntu siqu kufanele zibikwe kuMlawuli Wolwazi (iNingizimu Afrika) ngokuhambisana nezidingo zoMthetho Wokuvikeleka Kolwazi Lomuntu Siqu.

10.13 Izicelo zokufinyelela:

Uqqkuze kube lula ukuphendulwa ngesikhathi kwezicelo zokufinyelela, bonke abafakizicelo kufanele baqaphele lokhu okulandelayo lapho begcwalisa Ifomu Lesicelo Sokufinyelela:

- Isicelo Sokuthola Irekhodi Lefomu Lenhlangano Yomphakathi, eliphanyekwe njengeFomu A lapha, kufanele ligcwaliswe;
- Ubufakazi bokuthi ungubani buyadingeka ukuze kuqinisekise ukuthi ofake isicelo ungubani. Ukwengeza kwiFomu A, abafakizicelo kuyodingeka banikeze ikhophi eqinisekisiwe kamazisi wabo onamagabelo noma iphasiphothi esemthethweni;
- Thayipha noma phrinta NGOSONHLAMVUKAZI impendulo yawo wonke umbuzo;
- Uma umbuzo ungasebenzi kuwena, bhala uthi “N/A” ekuphenduleni lowo mbuzo;
- Uma kungekho okumele kudalulwe empendulweni yombuzo othile bhala uthi “AYIKHO” ekuphenduleni lowo mbuzo;
- Uma kudingeka kusetshenziswe iphepha elengeziwe, yandulela impendulo ngayinye ngesihloko esifanele; futhi
- Sicela wazi ukuthi ukugcwaliswa ngempumelelo nokulethwa kweFomu A akumvumeli ocelayo ukuthi afinyelele irekhodi alicelile ngokuzenzakalelayo. Isicelo sokufinyelela irekhodi

sincike emikhawulweni ethile uma irekhodi eliceliwe liwela ngaphansi komkhakha othile njengoba kubalulwe ngaphakathi kweNgxenye yesi-2 yeSahluko sesi-4 soMthetho. Uma kusolwa ngokuzwakalayo ukuthi umfakisiselo uthole imvume yokufinyelela kumarekhodi ngokuletha ulwazi olungamanga noma oludukisayo, izinyathelo zomthetho zingathathelwa lowo mfakisiselo.

10.14 Ukulethwa Kwefomu Lesi-2 Lesicelo Sokufinyelela:

- Ifomu Lesicelo Lesi-2 Sokufinyelela eligcwalisiwe kanye nekhophi eqinisekisiwe kamazisi womfakisiselo kufanele kuthunyelwe ngeposi elijwayelekile noma nge-imeyili futhi kufanele kubhekiswe kumuntu okuxhunyanwa naye njengoba kushiwo esigabeni 3 ngenhla;
- Imali yesicelo njengoba ichazwe ku-6.3 ngenhla ikhokhwa ihambisane nesicelo; futhi
- Ayikho imali ekhokhwayo kwabafake izicelo siqu, kubhekiselwa kunoma yimuphi umuntu ofuna ukufinyelela kumarekhodi aqukethe imininingwane yakhe siqu.

10.15 Isaziso:

- ISikhulu Esibhekele Ulwazi, zizothi zingakapheli izinsuku ezingama-30 (amashumi amathathu) sithole isicelo, siqume ukuthi siyasivuma noma siyasenqaba isicelo bese sinikeza isaziso ngezizathu (uma kudingekile) zalokho.
- Lesi sikhathi sezinsuku ezingama-30 (amashumi amathathu) singelulwa kube esinye isikhathi esingeqile ezinsukwini ezingama-30 (amashumi amathathu), uma isicelo singesomthamo omkhulu wolwazi, noma isicelo sidinga ukucingwa kolwazi olugcinwe kwamanye amahhovisi enkampani eyodwa noma ngaphezulu futhi ulwazi ngeke lutholakale ngokufanelekile phakathi nenkathi yezinsuku ezingama-30 (amashumi amathathu). Umfakisiselo uzokwaziswa ngokubhalelwa uma kwenzeka kucelwa ukunwetshwa kwesikhathi.

10.16 Izizathu zokwenqatshwa kokufinyelelwa kwamarekhodi (Ingxenye 2, Isahluko 4):

Izizathu eziyinhloko zokwenqatshwa kwesicelo solwazi yilezi:

- "Ukuvikelwa okuyisibopho kobumfihlo bomuntu oseceleni ongumuntu wemvelo", isigaba 34;
- "Ukuvikelwa okuyisibopho kolwazi lwezohwebo lomuntu oseceleni", isigaba 36;
- "Ukuvikelwa okuyisibopho kolwazi oluthile oluyimfihlo nokuvikelwa kolunye ulwazi oluyimfihlo lwenxenye eseceleni", isigaba 37;
- "Ukuvikelwa okuyisibopho kokuphepha kwabantu kanye nokuvikelwa kwempahla", isigaba 38;
- "Ezokuvikela, ukuphepha kanye nobudlelwane beRiphabhulikhi namazwe omhlaba", isigaba 41;
- "Intshisekelo yezomnotho kanye nenhlalakahle yeRiphabhulikhi kwezezimali kanye nemisebenzi yezohwebo yezinhlango zikahulumeni", isigaba 42;
- "Ukuvikelwa okuyisibopho kolwazi locwaningo lomuntu oseceleni, kanye nokuvikelwa kolwazi locwaningo lwenhlango yomphakathi", isigaba 43;

- “Ukusebenza kwezinhlangano zomphakathi”, isigaba 44; kanye
- “Izicelo ezibonakala zingenasidingo noma eziyinkinga, noma ukuphambukiswa kwezinsiza okukhulu okungenangqondo”, isigaba 45.

10.17 Isicelo sokuphikisa ukwenqatshwa kokufinyelelwa kwerekhodi:

Uma umfakisicelo engeneme ngokwenqaba kweSikhulu Esibhekele Ulwazi ukwamukela isicelo serekhodi, umfakisicelo angakwazi, ukuthi zingakapheli izinsuku ezingama-30 (amashumi amathathu) azisiwe ngesinqumo seSikhulu Esibhekele Ulwazi (noma ngokwenqaba kwakhe ngokweSigaba 58 soMthetho), afake isicelo enkantolo ukuze uthole usizo olufanele.

11 Noma yiluphi olunye ulwazi njengoba lungabe lunqunyiwe – iSigaba 14(1)(i)

Njengamanje alukho ulwazi olwengeziwe olutholakayo luvela kuNgqongqoshe.

Isithasiselo 1 – Izinkokhelo ezikhokhwayo

Ngokuhambisana nesigaba sama-22(7) soMthetho wokugqugquzelwa kokuFinyelela oLwazini njengoba kunqunywe uNgqongqoshe:

Izinkokhelo Zezigungu Zomphakathi

	Incazelo	Inani
1.	Imali yesicelo ekhokhwa yiwo wonke umfakisicelo	R100.00
2.	Ikhasi eliyi-A4 elikopishiwe	R1.50 ikhasi noma ingxenye yakhona.
3.	Ikhasi eliyi-A4 eliphrintiwe	R1.50 ikhasi noma ingxenye yakhona.
4.	Ukuthola ikhophi yohlobo olufundeka ngekhompyutha lapha: (i) I-flash drive (ezohlinzekwa umfakisicelo) (ii) I-compact disc • Uma kuhlinzekwe umfakisicelo • Uma kunikezwe umfakisicelo	R40.00 R40.00 R60.00
5.	Ikhophi yemifanekiso ebukwayo ngekhasi eliyi-A4	Insizakalo izohlinzekwa abangaphandle. Kuzoncika kukhotheshini evela kuMhlinzeki Ngezinsizakalo.
6.	Imifanekiso yekhophi elibukwayo	
7.	Ukukhishelwa kwerekhodi elilalelwayo, ngekhasi ngalinye le-A4	R24.00
8.	Ikhophi yerekhodi ellalelwayo ngalolu hlobo: (iii) I-flash drive (ezohlinzekwa umfakisicelo) (iv) I-compact disc • Uma kuhlinzekwe umfakisicelo • Uma kunikezwe umfakisicelo	R40.00 R40.00 R60.00
9.	Ukucingwa nokulungiswa kwerekhodi ukuba lidalulwe ngehora ngalinye noma ingxenye yalo, kungabandakanywa ihora lokuqala, okudingekayo ngokufanelekile ekucingeni nokulungisa okunjalo. Ukuthi kungeqi enanini eliphelele lika	R100.00 R300.00
10.	Idiphozi: Uma ukucinga kwedlula amahora ayisi-6	Ingxenye yokuthathu eyodwa ngsicelo ngasinye esibalwe ngokwemigomo yezihloko 2 kuya ku-8.
11.	Ukuposa, i-imeyli nanoma yiluphi olunye uhlobo lokudluliswa ngoku-elektroniki	Izindleko zoqobo, uma zikhona.