

4.5.2 Ukutlolelana kwangaphandle kukaMasipala kumele kutjhugululelwe elimini lelo umtlole lowo ogade ungawo ekuthomeni nawufunyanwako, nangabe itjhugululo lesiNgisi libulungiwe kumarekhodi wakwaMasipala kunye neenkambiso zomthetho ezingabakhona. uMasipala kumele azise umsebenzisi welimi bonyana umtlole wesiNgisi ngiwo ozakusetjenziswa ekambisweni yezomthetho.

4.5.3 Yoke imitlole kamasipala ekufuze ibulungwe, kumele ibe ngelimi lesiNgisi njengombana isiNgisi kulilimi ekurekhodwa ngalo.

4.5.4 isiNgisi kumele sisetjenziswa nguMasipala ukuthintana neentjhabatjhaba, kodwana uMasipala kumele enze imisebenzi yokutjhugulula ibe khona ukwenzela ukuthintana kwesikhatjhana ngelimi elenyulwako lenarha.

#### 4.6 Abantu abanokukhubazeka ngokwamalimi

UMasipala kumele, nakabawiweko nakunokwenzeka anikele iindingo zabantu abanokukhubazeka ngokwamalimi.

### 5. UKUBUYEKEZWA KOMGOMO

5.1 UMasipala uzakwenza i-odithi yelwazi kunye nokwenyulwa kwelimi kwangaphakathi nangaphandle ukuthola iindingo kunye nelwazi eliphathelene nelimi kubasebenzi bakamasipala kunye nabahlali beTshwane.

5.2 IZiko lemiSebenzi yeLimi lizakusebenzisa imiphumela ye-odithi ukubuyekeza Umthethokambiso nokuwubeka ezingeni elifaneleko.

5.3 IZiko lemiSebenzi yeLimi kumele lihlolele ukusetjenziswa komgomo ngasosoke isikhathi bese lenza amatjhuguluko afunekako.

#### Nawufuna ilwazi elinabileko ngoMgomo weLimi, ungathintana no:

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## UMTHETHOKAMBISO WELIMI WEDOROBHA LETSHWANE

*Incwadi le itjhugululelwe kiwo woke amalimi wephasi. Ngingaya nanyana kukuyiphi indawo indaba yami ingatholakala ngalelolimi lalapho. Lapha ngitlolwe ngesiNgisi kwaphela. Ngifuna ukuba yincenye yamalimi woke wenarha yekhethu. Ilimi lomuntu akukameli lifike emaphethelweni. Yingakho ngikholelwa ekutjhugululeni, ukuze sikwazi ukuphila ndawonye.*

UMongameli walokha uNelson Mandela, wathi nakabuzwa bonyana kungebanganani uafuna kobana i-*The Long Walk to Freedom* itjhugululelwe emalimini woke asemthethweni weSewula Afrika, njengombana kudzubhuliwe ku-Antjie Krog's *A change of tongue*.

*Umthethokambiso wobuliminengi kuyingcenywe eqakathekileko yokutjhugulula iSewula Afrika ibe ngedlala indima kudemokhrasi. Abantu angekhe baqalwa bonyana balalele imithetho nangabe abayizwisisi.*

(Kristina Cunningham.)

## 1. ISINGENISO

IDorobha leTshwane lamukele Umthethokambiso weLimi ngomhlaka 2 kuRhoboyi 2007. Umthethokambiso lo unqophe ekurhelelweni idorobha bonyana umphakathi ukwazi ukuzibandakanya ngokupheleleko ekuthintaneni kunye nokufikelela eensetjenzisweni ngokusebenzisa ilimi abalizwisisako. Lokho kunikela imihlahlandlela yokuthi umasipala angasebenzisa bunjani ubuliminengi ngesikhathi sokuthintana ukuqinisekisa bonyana boke abahlali bedorobha bathola ilwazi kunye neensetjenzelwa zikamasipala.

## 2. LAPHO USEBENZA KHONA

Umthethokambiso lo usebenza kubasebenzi bakamasipala, abahlali beTshwane, abanikeli bomsebenzi kunye nakwesinye nesinye isibawo esenziwa kwamasi-pala ngelimi kunye nangokusetjenziswa kwalo.

## 3. IMINQOPHO YOMTHETHOKAMBISO WELIMI

Iminqopho yomthethokambiso welimii ngile –

- Qinisekisa ukusetjenziswa ngokulingana kwamalimi asemthethweni kamasipala;
- Ukukghonakalisa ukufikelela emisebenzini kamasipala kunye nelwazi;
- Ukuvikela ukuhluka kwelimi kunye nokuthuthukiswa kokuhlonitjhwakobuliminengi kunye nokuhlangana ngokuhluhahlukana; begodu
- Ukuqinisekisa ukusetjenziswa kobuliminengi ukuze kube nokusetjenzelwa okufaneleko kunye nekambiso yokuthintana ngaphakathi kwamasi-pala.

## 4. IIMPHAKAMISO YOMTHETHOKAMBISO

Iimphakamiso ezilandelako zenzelwe ukusetjenziswa kwelimi kwaMasipala:

### 4.1 Amalimi asemthethweni weTshwane

IDorobho leTshwane lamukele amalimi asithandathu njengasemthethweni, wona ngilawa:

- isiBhunu
- isiNgisi
- Sepedi
- Xitsonga;
- Setswana; kunye ne
- isiZulu

UMasipala wenza imizamo yokusebenzisa amanye amalimi asemthethweni weRiphabhliki yeSewula Afrika, kufaka hlangana iLimi lamaTshwayo kunye ne-Braille lapho kukghonakalako, nangabe balibawile.

### 4.2 Ukuthintana ngokukhuluma kwangaphakathi

4.2.1 Elinye nelinye ilimi likaMasipala elisemthethweni lingasetjenziswa nakukhulunywako ngaphakathi kwamasi-pala neminye iminyango abasebenzisana nayo, nangabe boke abathintanako bayalizwisisa ilimi / amalimi akhulunywako.

4.2.2 IsiNgisi lilimi elenyulwako nakukhulunyiswanako ngaphakathi kukamasipala kunye neminyango abasebenzisana nayo. Elinye ilimi likamasipala elisemthethweni lingasetjenziswa, nangabe boke ababandakanyekako bayalizwisisa.

4.2.3 Imisebenzi yokutologa ngiyo esebenzako ukukghonakalisa ukuthintana emihlanganweni yomKhandlu, neyokuTlama idorobha kunye nekulalelweni okuphathelene nokujezisa, kunye nakeminye imihlangano/ iimfundobandulo/ amakhonferensi nangabe kwenziwe isibawo sokutologa.

### 4.3 Ukuthintana ngokukhuluma kwangaphandle

Ngokukhuluma ngokuthintana uMasipala kumele alwele ukusebenzela boke abantu ngelimi elikhethwe babantu lapho kukghonakala khona.

### 4.4 Internal written communication

4.4.1 Ukuthuthukisa ukusebenza ngepumelelo, isiNgisi lilimi elisebenzako likaMasipala, imitlolo etjhugululelwe kwamanye amalimi ingatholakala kwaMasipala nangabe kukhona abayibawako.

4.4.2 nanyana kungekho isisebenzi sikaMasipala esingavinjelwa ukusebenzisa ilimi elisemthethweni elizikhethela lona ngesinye nesinye isikhathi, yoke imitlolo kamasipala efanele ibulungwe, ngonobangela wokulawula, kumele ibe ngesiNgisi ngombana kulilimi lokurekhoda.

4.4.3 ukusetjenziswa kwelimi elimsulwa emitlolweni kamasipala yangaphakathi kumele kukhuthazwe ukukghonakalisa ukuzwisisa nokuthuthukisa ukuthintana.

### 4.5 Ukuthintana ngokutlola kwangaphandle

4.5.1 UMasipala kumele enze imizamo yokuthuthukisa ubuliminengi kuwebhusayidi yabo kunye nemitlolo yangaphandle ngokusebenzisa woke amalimi asemthethweni kaMasipala.