REPUBLIC OF SOUTH AFRICA

USE OF OFFICIAL LANGUAGES ACT

RIPHABULIKI YA AFRIKA TSHIPEMBE

MULAYO WA U SHUMISWA HA NYAMBO DZA TSHIOFISI

No 12, 2012
ACT

To provide for the regulation and monitoring of the use of official languages by national government for government purposes; to require the adoption of a language policy by a national department, national public entity and national public enterprise; to provide for the establishment and functions of a National Language Unit; to provide for the establishment and functions of language units by a national department, national public entity and national public enterprise; to provide for monitoring of and reporting on use of official languages by national government; to facilitate intergovernmental coordination of language units; and to provide for matters connected therewith.

PREAMBLE

WHEREAS the use of the Republic’s official languages must be promoted and pursued in accordance with the Constitution of the Republic of South Africa, 1996;

AND WHEREAS section 6 of the Constitution of the Republic of South Africa, 1996, provides for 11 official languages of South Africa; recognises the diminished use and status of indigenous languages and requires the State to take practical and positive measures to elevate the status and advance the use of indigenous languages;

AND WHEREAS the Constitution of the Republic of South Africa, 1996, requires all official languages to enjoy parity of esteem and be treated equitably;

AND WHEREAS section 6(4) of the Constitution of the Republic of South Africa, 1996, provides that national government must regulate and monitor its use of official languages by legislative and other measures,

BE IT THEREFORE ENACTED by the Parliament of the Republic of South Africa, as follows:—

ARRANGEMENT OF SECTIONS

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MULAYO

U itela u ita mbetshelo ya u lavhelesa kushumisele kwa nyambo nga 
muvhuso wa lushaka kha ndivho dza muvhuso; u itela u tanganedza 
mbekanyamaitele dza zwa nyambo nga muhasho wa lushaka, tshiimiswa tsha 
muvhuso wa lushaka na bindu ja muvhuso wa lushaka; u itela mbetshelo ya u 
thona na mishumo ya Yuniti ya zwa Luambo ya Lushaka, u itela mbetshelo ya u 
thona na mishumo ya Yuniti dia zwa lwa muvhuso nga muvhuso wa lushaka, tshiimiswa 
tsha muvhuso wa lushaka na bindu ja muvhuso wa lushaka; u itela mbetshelo ya u 
lavhelesa na u vhiga kha kushumisele kwa nyambo nga muvhuso nga 
lushaka; u itela u leludza vhutumani ha muvhuso nga kunthimbidente kwa yuniti 
dza zwa luambo; na u ita mbetshelo kha zwi tumanaho na zwenezwo.

MATHOMO

HU NA LA URI u shumiswa ha nyambo dza tshiofisi dza Riphabuljiki zwi tea u aluswa 
nahone zwi iswe phanda nga Ndayotewa ya Riphabuljiki ya Afrika Tshipembe ya, 1996;

NAHONE HU NA LA URI khethekanyo ya 6 ya Ndayotewa ya Riphabuljiki ya Afrika 
Tshipembe, ya 1996, i na mbetshelo nga ha nyambo dza tshiofisi dza Afrika Tshipembe; 
ndzielana nthandha u nhungudze aha u shumiswa na vhumo ha nyambo dza fhano hayani 
nahone ndayotewa i jojha Muvhuso u tshi dzhia maga o teaho a u alusa vhumo na u 
engedza u shumiswa ha nyambo dza fhano hayani;

NAHONE HU NA LA URI Ndayotewa ya Riphabuljiki ya Afrika Tshipembe, ya 1996 
i jojha nyambo dzoche dza tshiofisi dze tshi diphina nga u lingana nahone dzi farwe u 
lingana;

NAHONE HU NA LA URI khethekanyo ya 6(4) ya Ndayotewa ya Riphabuljiki ya 
Afrika Tshipembe, ya 1996, i na mbetshelo kha uri muvhuso wa lushaka u fanele u 
langula na u lavhelesa kushumisele kwa nyambo dza lushaka nga u shumisa 
mulayosikwa na mainwe maga,

ZWENEZWO-HA U KWATJHISEDZWE nga Phalamennde ya Afrika 
Tshipembe sa zwi tevhelaho:—

KUDZUDZANYELE KWA KHETHEKANYO

Khethekanyo

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Definitions

1. In this Act, unless the context indicates otherwise—
   “Department” means the national Department of Arts and Culture;
   “language unit” means a language unit established in terms of section 7;
   “Minister” means the Minister responsible for language matters;
   “national department” means a department listed in Schedule 1 to the Public Service Act, 1994 (Proclamation No. 103 of 1994), but excluding the Offices of Premier;
   “national government” means national departments, national public entities and national public enterprises;
   “National Language Unit” means the National Language Unit established in terms of section 5;
   “national public enterprise” means a national government business enterprise defined in section 1 and listed in Schedule 3 Part B to the Public Finance Management Act, 1999 (Act No. 1 of 1999);
   “national public entity” means a national public entity defined in section 1 and listed in Schedules 2 and 3 to the Public Finance Management Act, 1999 (Act No. 1 of 1999);
   “official language” means an official language contemplated in section 6(1) of the Constitution;
   “Pan South African Language Board” means the Board established in terms of section 2 of the Pan South African Language Board Act, 1995 (Act No. 59 of 1995);
   “prescribe” means prescribe by regulations; and
   “this Act” includes any regulations made in terms of this Act.

Objects of Act

2. The objects of this Act are—
   (a) to regulate and monitor the use of official languages for government purposes by national government;
   (b) to promote parity of esteem and equitable treatment of official languages of the Republic;
   (c) to facilitate equitable access to services and information of national government; and
   (d) to promote good language management by national government for efficient public service administration and to meet the needs of the public.

Application of Act

3. (1) This Act applies to—
   (a) national departments;
   (b) national public entities; and
   (c) national public enterprises.
   (2) This Act takes precedence over any inconsistent provision of any other law on the use of official languages by national government.
8. Mishumo ya yuniti dza luambo kha mihasho ya lushaka, zwimiswa zwa muvhuso wa lushaka na mabindu a muvhuso wa lushaka
9. U lavhelesa na u vhi ga umhismwa ha luambo iwa tshiofisi
10. Muhvigo wa iñahu u iswaho kha Buthano ja Lushaka
11. Foramu dza ñhanganelano ya muvhuso kha zwa muhismanyambo dza tshiofisi
12. U tendelwa kha zwa u sa tevhedza khethekanyo ya 7
13. Ndangulo
14. Dzina jiipufuji ja Mulayo na ķuvha ja u thoma u shumisa Mulayo

Thalutshedzo

1. Kha uno Mulayo, nga nnõnñi ha musi nyimele i tshi sumbedza nga in ñwe ndõlila—
   “Ndayotewa” zwi amba Ndayotewa ya Riphabuljki ya Afrika Tshipembe, ya 1996;
   “Muhasho” zwi amba Muhasho wa Vhutsila na Mvelela wa Lushaka;
   “yuniti ya luambo” zwi ambayuniti ya luambo yo thomiwaho zwi tshi ya nga khethekanyo ya 7;
   “Minisã” zwi amba Minita a re na vhudjihinduleli kha zwa luambo;
   “minhasho wa lushaka” zwi amba mihasho u re kha mputve kha SheduJu ya 1 kha Mulayo wa Tshumelo ya Muvhuso, wa 1994 (Mulevho wa Nomboro ya 103 wa 1994), fhehdzi hu sa katemlwi Ofisi dza Phirimia;
   “muvhuso wa lushaka” zwi amba mihasho ya lushaka, zwimiswa zwa muvhuso wa lushaka na mabindu a muvhuso wa lushaka;
   “Yuniti ya Luambo ya Lushaka” zwi amba Yuniti ya Luambo ya Lushaka yo thomiwaho zwi tshi ya nga khethekanyo ya 5;
   “bindu ja muvhuso wa lushaka” zwi ambabindu ja muvhuso wa luambo li thalutshedzwaho kha khethekanyo ya 1 nahone li re kha mputve kha SheduJu ya 3 kha Tshipiða tsha B tsha Mulayo wa Kulanegle kwa Maseleni a Muvhuso, wa 1999 (Mulayo wa Nomboro ya 1 wa 1999);
   “tshimiswa tsha muvhuso wa lushaka” zwi ambatshimiswa tsha muvhuso wa lushaka tsho thalutshedzwaho kha khethekanyo ya 1 nahone tshi re re kha mputve kha SheduJu ya 2 na 3 kha Mulayo wa Kulanegle kwa Maseleni a Muvhuso, wa 1999 (Mulayo wa Nomboro ya 1 wa 1999);
   “luambo lwa tshiofisi” zwi amba luambo lwa tshiofisi lwo bulwaho kha khethekanyo ya 6(1) ya Ndayotewa;
   “Bodo ya Luambo ya Afrika Tshipembe” zwi amba Bodo yo thomiwaho zwi tshi ya nga khethekanyo ya 2 ya Mulayo wa Bodo ya Luambo ya Afrika Tshipembe, Mulayo wa 1995 (Mulayo wa Nomboro ya 59 wa 1995);
   “u randela” zwi amba u randela nga ndangulo; na
   “uno Mulayo” zwi katela ndangulo iñwe na iñwe zwi tshi ya nga uno Mulayo.

Zwipikwa zwa Mulayo

2. Zwipikwa zwa uno Mulayo ndi—
   (a) u langula na u lavhelesa u shumiswa ha nyambo dza tshiofisi zwi tshi itelwa nõlvho dza muvhuso nga muvhuso wa lushaka;
   (b) u alusa ndinganelo ya ñkulufhelo hko kufarele ku linganaho kha nyambo dza tshiofisi dza Riphabuljki;
   (c) u leludza u swikelela hu ñqalane ho edõnha kha tshumelo na nõlvho kha muvhuso wa lushaka; na
   (d) u alusa kulangele kwavhuji kwa luambo nga muvhuso wa lushaka kha kutshimbidzlele kwavhuji kwa tshumelo dza muvhuso na u fusha ñqoqea dza tshitzhavha.

U shumiswa ha Mulayo

3. (1) Uno Mulayo u shuma kha—
   (a) mihasho ya lushaka;
   (b) zwimiswa zwa muvhuso wa lushaka; na
   (c) mabindu a muvhuso wa lushaka.
   (2) Uno Mulayo u vha wone na ndemesa kha mbetshelo ya mulayo muñwe na muñwe zwi tshi ña kha u shumiswa ha nyambo dza tshiofisi nga muvhuso wa lushaka.
Language policy

4. (1) Every national department, national public entity and national public enterprise must adopt a language policy regarding its use of official languages for government purposes within 18 months of the commencement of this Act or such further period as the Minister may prescribe, provided that such prescribed period may not exceed six months.

(2) A language policy adopted in terms of subsection (1) must—
   (a) comply with the provisions of section 6(3)(a) of the Constitution;
   (b) identify at least three official languages that the national department, national public entity or national public enterprise will use for government purposes;
   (c) stipulate how official languages will be used, amongst other things, in effectively communicating with the public, official notices, government publications and inter- and intra-government communications;
   (d) describe how the national department, national public entity or national public enterprise will effectively communicate with members of the public whose language of choice is—
      (i) not an official language contemplated in paragraph (b); or
      (ii) South African sign language.
   (e) describe how members of the public can access the language policy;
   (f) provide a complaints mechanism to enable members of the public to lodge complaints regarding the use of official languages by a national department, national public entity or national public enterprise;
   (g) provide for any other matter that the Minister may prescribe; and
   (h) be published in the Gazette as soon as reasonably practicable, but within 90 days of its adoption.

(3) In identifying at least three official languages as contemplated in subsection (2)(b), every national department, national public entity and national public enterprise must take into account its obligation to take practical and positive measures to elevate the status and advance the use of indigenous languages of historically diminished use and status in accordance with section 6(2) of the Constitution.

(4) Every national department, national public entity and national public enterprise must—
   (a) ensure that a copy of its language policy is available on request to members of the public at all its offices; and
   (b) display at all its offices a summary of its language policy in such manner and place that it can be read by the public.

Establishment of National Language Unit

5. The Minister must—
   (a) establish a National Language Unit in the Department; and
   (b) ensure that the National Language Unit is provided with human resources, administrative resources and other resources necessary for its effective functioning.

Functions of National Language Unit

6. (1) The National Language Unit must—
   (a) advise the Minister on policy and strategy—
      (i) to regulate and monitor the use of official languages by national government for government purposes;
      (ii) to promote parity of esteem and equitable treatment of the official languages of the Republic and facilitate equitable access to the services
Mbekanyamaitele ya Luambo

4. (1) Muhasho muwife na muwife, tshiimiswa tsha muvhuso tshiwife na tshiwife na bindu jiwife na jiwife ja muvhuso zwi fanela u tanganedza mbekanyamaitele ya luambo malugana na kushumisele kwavho kwa nyambo dza tshifoisi hu tshi itelwa ndivho dza muvhuso hu saathu u fhela miñwedzi ya 18 ya u thoma u shumiswa ha uno Mulayo kana tshiwife tshihinga sa zwine zwa nga randelwa nga Minista, tenda tshenetsho tshihinga tse tsha randelwa tsha sa pada miñwedzi ya rathi.

(2) Mbekanyamaitele ya luambo i tanganedzwaho zwi tshi ya nga khethekanyo ya nga fhasi ya (1) i fanela u—

(a) anana na mbetshelo dza khethekanyo ya 6(3)(a) dza Ndayotewa;

(b) sumbedza nyambo dza tshifoisi thkhusha dze vhe tharu dzine muhasho wa lushaka, tshiimiswa tsha muvhuso wa lushaka kana bindu ja muvhuso wa lushaka zwaqo shumisa malugana na ndivho dza muvhuso;

(c) bula uri nyambo dza tshifoisi dziko shumiswa hani, ho sedzwa zwinzhisa zwi ngafo sa, u dadvhizana zwavhudi ni tshitshavha, nadvhado dza tshifoisi, nyandozado dza muvhuso nu vhudavhizani na nga anda ha muvhuso;

(d) talutsheza uri muhasho tsha lusakha, tshiimiswa tsha muvhuso wa lusakha kana bindu ja muvhuso wa lusakha zdo dadvhizana zwavhudi hani ni mira&qo ya tshitshavha vhane luambo lune vha khou nga ndi—

(i) luambo Iwa tshifoisi lu songo bulwaho kha pharagirafu ya (b); kana

(ii) luambo lwa zwanja Iwa Afrika Tshipembe.

(e) talutsheza uri mira&qo ya tshitshavha i nga kona hani u swipelela mbekanyamaitele ya luambo;

(f) vhe a ngiila ya u ita mbilaelo u itela uri mira&qo ya tshitshavha i kone u vhiga mbilaelo malugana na u shumiswa ha nyambo dza tshifoisi nga muhasho wa lusakha, tshiimiswa tsha muvhuso wa lusakha kana bindu ja muvhuso wa lusakha;

(g) ita mbetshelo kwa zwiwine na zwine Minisata nga randela; nahone

(h) zwi anadzowe kwa Gazette nga u tshihanyana zwi tshi ya nga hune zwa konadzea ngafo, fhadzi hu saathu u fhela maquhwa a 90 mbekanyamaitele yo tanganedzwa.

(3) Kha u sumbedza nyambo thkhusha tharu dza tshifoisi sa zwe zwa bulwa kwa khethekanyo ya nga fhasi ya (2)(b), muhasho muwife na muwife wa lusakha, tshiimiswa tshiwine na tshiwine tsya muvhuso wa lusakha na bindu jiwine na jiwine ja muvhuso wa lusakha zwi fanela u dzhiela uri khophi ya mbekanyamaitele ya luambo i hone kha ofisi dzo the

(a) vhona uri khophi ya mbekanyamaitele ya luambo i hone kha ofisi dzo the

(b) manweledzo a mbekanyamaitele ya luambo a tawo misi yo&thethe hune ya nga kona u vhalwa nga tshitshavha.

U thomiviha ha Yuniti ya Luambo ya Lushaka

5. Minista u fanela u—

(a) thoma Yuniti ya Luambo ya Lushaka kwa Muhasho; na u

(b) vhona uri Yuniti ya Luambo ya Lushaka i na vhashumi, vhulangi vhubidzi na zwiwine zwo tshihanyana zwi tshi ya nga hune zwa konadzea ngafo, fhadzi hu saathu u fhela maquhwa a 90 mbekanyamaitele ya luambo.

Mishumo ya Yuniti ya Luambo ya Lushaka

6. (1) Yuniti ya Luambo ya Lushaka i fanela u—

(a) eletshedza Minista kwa zwa mbekanyamaitele na ngiila—

(i) zwa u fhalungana u fhevela u shumiswa ha nyambo dza tshifoisi zwi tshi itelwa ndivho dza muvhuso;

(ii) alusa ndingano ya phulufhelo na ndingano ya kufarelwa kwa nyambo dza tshifoisi dza Riphabulikiki na u leludza u swipelela hu linganaho kwa
and information of national departments, national public entities and national public enterprises;

(iii) to promote good language management within national departments, national public entities and national public enterprises; and

(iv) on the functions of language units contemplated in section 8;

(b) liaise with and promote the general co-ordination of language units contemplated in section 7;

(c) perform the functions provided for in section 8 for the Department; and

(d) perform any other function that the Minister may prescribe.

Establishment of language units in national departments, national public entities and national public enterprises

7. Every national department, national public entity and national public enterprise must—

(a) establish a language unit; and

(b) ensure that the language unit is provided with human resources, administra-
tive resources and other resources necessary for its effective functioning.

Functions of language units in national departments, national public entities and national public enterprises

8. Every language unit must—

(a) advise the responsible accounting officer or accounting authority on the development, adoption and implementation of the language policy for the national department, national public entity or national public enterprise concerned;

(b) monitor and assess the use of official languages by the national department, national public entity or national public enterprise concerned;

(c) monitor and assess compliance with the language policy of the national department, national public entity or national public enterprise concerned;

(d) compile and submit a report to the Minister and to the Pan South African Language Board in terms of section 9;

(e) promote parity of esteem and equitable treatment of official languages of the Republic and facilitate equitable access to services and information of the national department, national public entity or national public enterprise concerned;

(f) promote good language management by the national department, national public entity or national public enterprise concerned; and

(g) perform any other functions that the Minister may prescribe.

Monitoring of and reporting on use of official languages

9. (1) The Minister is responsible for monitoring the use of official languages by the national government for government purposes.

(2) Every national department, national public entity and national public enterprise must submit a report to the Minister and to the Pan South African Language Board annually on—

(a) the activities of its language unit;

(b) the implementation of its language policy;

(c) any complaints received regarding its use of official languages and the manner in which these complaints were dealt with; and

(d) any other matter that the Minister may prescribe.

(3) The Minister may prescribe the form and content of the reports to be submitted and the timeframes for submitting such reports.
tshumelo na ndivhiso zwa mihasho yalushaka, zwiimiswa zwa muvhuso wa lushaka na mabindu a muvhuso wa lushaka;

(iii) alusa kulangele kwavhudzi kwa zwa luambo ngomu mihashoni ya lushaka, zwiimiswani zwa mihasho ya lushaka na mabinduni a muvhuso wa lushaka; na

(iv) kha mishumo ya yuniti dza zwa nyambo dzo bulwaho kha khethekanyo ya 8;

(b) davihidzana na, na u alusa kutshimbidzele nga u angaredza kwa yuniti dza nyambo dzo sumbedzwha kha khethekanyo ya 7;

(c) u shuma mishumo ine mbetshele dza hone dza vha kha khethekanyo ya 8 kha Muhasho; na

(d) u shuma mushumo muinwe na muinwe une Miniṣta a nga u randela.

U thomiwa ha yuniti dza luambo kha mihasho ya lushaka, zwiimiswa zwa muvhuso wa lushaka na mabindu a muvhuso wa lushaka

7. Muhasho muinwe na muinwe na lushaka, tshimiswisa tsha muvhuso wa lushaka na bindu na muvhuso wa lushakazwi fanela u—

(a) thoma yuniti ya luambo; na u

(b) vhona uri yuniti ya luambo i na vhashumi, vhulangivhutshimbidzi na zwiinwe zwiyo zwa ọdọa uri yuniti i shume zwavhudi.

Mishumo ya yuniti dza luambo kha mihasho ya muvhuso wa lushaka, zwiimiswa zwa muvhuso wa lushaka na mabindu a muvhuso wa lushaka

8. Yuniti inwe na inwe ya luambo i fanela u—

(a) eletshedza muofisiri a re na vhudifhinduleli kana tshimiswisa tsha maandala-nga tshi re na vhudifhinduleli malugana na nvelaphandazana, u tananedza na u thoma u shumisa mbekeyamaitzele ya luambo kha muhasho wa lushaka, tshimiswisa tsha muvhuso wa lushaka na bindu na muvhuso wa lushaka zwi kwameaho;

(b) u lavhelesa na u vhiga u shumiswa ha luambo lwa tshiofisina u thathuvha u shumiswa ha nyambo nga muhasho wa lushaka, tshimiswisa tsha muvhuso wa lushaka na bindu na muvhuso wa lushaka zwi kwameaho;

(c) u lavhelesa na u thathuvha na anana na mbekeyamaitzele ya muvhuso wa lushaka, tshimiswisa tsha muvhuso wa lushaka na bindu na muvhuso wa lushaka zwi kwameaho;

(d) u tsa mivhigo nahone ya iswa kha Miniṣta na kha Bodo ya Luambo ya Afrika Tshipembe zwi tshi ya nga khethekanyo ya 9;

(e) u alusa ndingano ya fhulufhelo na u farwa hu linganaho ha nyambo dza tshiofisi dza Rihabaljiki ya Afrika Tshipembe na u leludza ndingano ya u swikelela kha tshumelo na ndivhiso ya muhasho wa lushaka, tshimiswisa tsha muvhuso wa lushaka na bindu na muvhuso wa lushaka zwi kwameaho;

(f) u alusa kulangele kwavhudi kwa luambo nga muvhuso wa lushaka, tshimiswisa tsha muvhuso wa lushaka na bindu na muvhuso wa lushaka zwi kwameaho;

(g) u shuma mishumo miinwe na miinwe ine Miniṣta a nga i randela.

U lvhelesa na u vhiga u shumiswa ha luambo lwa tshiofisi

9. (1) Miniṣta u na vhudifhinduleli ha u lvhelesa u shumiswa ha nyambo dza tshiofisi nga muvhuso wa lushaka zwi tshi itelwa ndivhivo dza muvhuso.

(2) Muhasho muinwe na muinwe wa lushaka, tshimiswisa tshiinwe na tshiinwe tsha muvhuso wa lushaka na bindu liinwe na liinwe Ja muvhuso wa lushaka zwi fanela u isa muvhigo wa nwaha kha Miniṣta na kha Bodo ya Luambo ya Afrika Tshipembe malugana na—

(a) mishumo ya yuniti ya luambo;

(b) u thoma u shumisa mbekeyamaitzele ya luambo;

(c) mbilaelo dziinwe na dziinwe dzo tananedzwoho malugana na u shumisa nyambo dza tshiofisi na nd³la ye mbilaelo dza shum aniwa nadzo ngayo; na

(d) zwiinwe na zwiinwe zwiwe Miniṣta a nga randela.

(3) Miniṣta a nga randela nzulele na zwiwe zwa tea u vha kha mvhigo ine ya do iswa, na zwiifhinga zwa u isa yeneyo mvhigo.
(4) Notwithstanding the provisions of subsections (2) and (3), the Minister may at any time require any national department, national public entity or national public enterprise to submit a report to the Minister on its use of official languages, within a time period determined by the Minister.

(5) The Minister may instruct a national department, national public entity or national public enterprise that has failed to comply with any provision of this Act to comply with the Act within a time period determined by the Minister.

Annual report to National Assembly

10. The Minister must, on an annual basis, table a report in the National Assembly on the status and use of official languages by national government for government purposes and on any exemption granted to a national public entity and a national public enterprise in terms of section 12.

Intergovernmental forums on use of official languages

11. The Minister may—

(a) establish one or more intergovernmental forums—

(i) to promote general coordination, cooperation and consultation between national departments, national public entities and national public enterprises on the use of official languages for government purposes;

(ii) to coordinate, align and monitor the implementation of language policies; and

(iii) to perform any other function that the Minister may prescribe.

(b) in respect of such forums—

(i) determine their composition;

(ii) determine their terms of reference;

(iii) convene their meetings; and

(iv) determine any other matter necessary for their effective functioning.

Exemptions from application of section 7

12. (1) The Minister may, on application by a national public entity or national public enterprise listed in Schedule 3 Parts A or B to the Public Finance Management Act, 1999 (Act No. 1 of 1999), exempt, wholly or in part, such national public entity or national public enterprise from the application of section 7.

(2) The Minister may, on his or her own accord and on such terms and conditions as the Minister may determine, by notice in the Gazette, exempt a national public entity or national public enterprise listed in Schedule 3 Parts A or B to the Public Finance Management Act, 1999 (Act No. 1 of 1999), from the application of section 7.

(3) The application for an exemption must be in the form and manner prescribed by the Minister.

(4) If the Minister exempts a national public entity or national public enterprise from the application of section 7 the national public entity or national public enterprise must assign a senior employee to perform the functions of a language unit.

Regulations

13. (1) The Minister may, after consultation with the Pan South African Language Board, make regulations, not inconsistent with the provisions of this Act, regarding—

(a) the form and content of a language policy;

(b) timeframes for establishing a language unit;

(c) the form and content of a report contemplated in section 9;
(4) Naho hu na mbethelo dza khethekanyo dza nga fhasi dza (2) na (3), Minisṭa tshiřhinga tshiňwe na tshińwe a nga /bower da muhasho muńwe na muńwe wa lushaka, tshińmiswa tshińwe na tshińwe tsha muńhuño wa lushaka kana bindu ḥa muńhuño wa lushaka zwi ise muńhigo kha Minisṭa malugana na zwine nyambo dza khou shumisiswa zwone, lwa tshiřhinga tshiñe Minisṭa a ḥo tshi amba.

(5) Minisṭa a nga laela muhasho wa lushaka, tshińmiswa tsha muńhuño wa lushaka na bindu ḥa muńhuño wa lushaka zwone zwi kwunkelwa u anana na mbethelo ińwe na ińwe ya uno Mulayo u itela uri zwińmiswa zwi anane na uno Mulayo hu saathu u fheľa tshiřhinga tshintse Minisṭa a ḥo tou bula.

Muvhigo wa ūwaha u iswaho kha Buthanonya Lushaka

10. Minisṭa u fanela uri nga ūwaha, a ļte uri muńhigo u ambiwe nga hawo Buthanonya Lushaka ho sedzwa vhūimo na u shumiswa ha nyambo da tshińhosi nga muńhuño wa lushaka zwi tshi ļtelwa nịdįhọ da muńhuño nańone hunsumbedzwe-vhoro na zwińmiswa zwa muńhuño wa lushaka na mabindu a muńhuño zwe zwa tendlèla u sa tevhedza khethekanyo ya 12.

Foramu dza ūshanganelano ya muńhuño kha zwa u shumisa nyambo dza tshińhosi

11. Minisṭa a nga—

(a) thoma foramu nthihi kana nnzhi dza ūshanganelano ya muńhuño—

(i) u ļtelə u alusa u konanya nga u tou angaredza, tshmisisa na u kwamana vhukati ha mihasho ya lushinga, zwińmiswa zwa muńhuño wa lushinga na mabindu a muńhuño wa lushinga kha u shumiswa ha nyambo zwi tshi ļtelwa nịdįhọ da muńhuño;

(ii) u konanya, u livhanyisa na u lavhelesa u thoma u shumiswa ha mbekanya maitele dza luambo; na

(iii) u shuma mushumo muńwei na muńwei une Minisṭa a nga u randela.

(b) zwi tshi ļtelana na dziforamu—

(i) dzhiņa tsheo malugana na uri yo vhumbwa nga miraŋdo ifhio;

(ii) u dzhiņa tsheo malugana na zwine zwa khου tendelanwa khazwo

(iii) u vhidza mitšangano; na

(iv) u dzhiņa tsheo kha tshińwe na tshińwe tsheo teaho hu tshi ļtelwa kushumele kwavhuńi.

U tendelwa kha zwa u sa tevhedza khethekanyo ya 7

12. (1) Minisṭa a nga ri, musi ho itwa khūmbelo nga tshińmiswa tsha muńhuño wa lushinga kana bindu ḥa muńhuño wa lushinga zwi re ḥa munevhe ḥa shedulę ya 3 Zwińpija zwa A kana B kha Mulayo wa Kulangele kwa Mashelelni a Muvhugo, wa 1999 (Mulayo wa Nomboro ya 1 wa 1999) tendela lwo fhelelelo kana lu songo fhelelelo, tshenetshe tshińmiswa tsha muńhuño wa lushinga kana bindu ḥa muńhuño wa lushinga uri zwi sa tevhedze khethekanyo ya 7.

(2) Minisṭa a nga, musi a tshe funa nahone nga kha yêneyo milayo ine Minimisṭa a ḥo ļta tsheo ya hone, nga kha nđiʃhahdo kha Gazete, tendela tshińmiswa tsha muńhuño wa lushinga kana bindu ḥa muńhuño wa lushinga zwi ḥo kha munevhe ḥa shedulę ya 3 Zwińpija zwa A kana B kha Mulayo wa Kulangele kwa Mashelelni a Muvhugo, wa 1999 (Mulayo wa Nomboro ya 1 wa 1999) uri zwi sa tevhedze khethekanyo ya 7.

(3) Khūmbelo ya u tendelwa i fanela u itwa nga ndiļa yo randelwaho nga Minisṭa.

(4) Arali Minisṭa a tendela tshińmiswa tsha muńhuño wa lushinga kana bindu ḥa muńhuño wa lushinga uri zwa sa tevhedze khethekanyo ya 7, tshińmiswa tsha muńhuño wa lushinga kana bindu ḥa muńhuño wa lushinga zwi ļtelana u ļta uri mushumo wa yunite ya luambo u shumiwe nga mushumi a re na vhūimo vhuńiwe.

Ndangulo

13. (1) Minisṭa a nga, musi o ranga u kwamana na Bodo ya Luambo ya Afrika Tshipembe, ita ndangulo, ļzi anaňaho na mbethelo dza uno Mulayo, malugana na—

(a) nzulele na zwi re ngomu ha mbekanyamaitele ya luambo;

(b) zwifhinga zwa u thoma u vhumbва yunite ya luambo; na

(c) nzulele na zwi re ngomu ha muńhigo wa bulwaho kha khethekanyo ya 9;
(d) the manner, form and timeframes for submitting an application for exemption in terms of section 12;
(e) any matter which in terms of this Act is required, or permitted, to be prescribed; and
(f) any matter which the Minister deems it necessary or expedient to make regulations in order to achieve the objects of this Act.

(2) Before making regulations in terms of this Act, the Minister must—
(a) publish the proposed regulations in the Gazette for public comment;
(b) grant a period of at least 30 days for written representations to the Minister on the proposed regulations; and
(c) consider any such written representations received.

Short title and commencement

14. This Act is called the Use of Official Languages Act, 2012, and comes into operation on a date fixed by the President by proclamation in the Gazette.
(d) ndila, nzulele na zwifhinga zwa u isa khumbelo ya u tendelwa u sa tevhedza zwi tshi ya nga khethekanyo ya 12;
(e) tshinwe na tshinwe tshine zwi tshi ya nga uno Mulayo tsha tšoeda, kana tsha tendelwa, u randelwa; nahone
(f) tshinwe na tshinwe zwi tshi ya kha zwine Ministša a vhona zwi tshi tšoeda kana zwi tšoeda hoho naho zwi tshi nga vha zwi sa pfadzi kha u ita ndangulo zwi tshi itelwa u swikelela zwipikwa zwa uno Mulayo.

(2) Phando ha u ita ndangulo zwi tshi ya nga uno Mulayo, Ministša u fanela u—
   (a) anđadza kha *Gazete* ndangulo dzo dzinginywaho u itela vhupfiwa ha tshitshavha;
   (b) fha tshifhinga tshitukusa tshine tsha nga linga na maǐuvha a 30 tsha u tou ñwalela Ministša malugana na ndangulo dzo dzinginywaho; na u
   (c) dzhiela nţha maǐwalwa maǐwe na maǐwe o tanganedzwaho.

**Dzina lipufhi ja Mulayo na dũvha ja u thoma u shumisa Mulayo**

14. Uno Mulayo u vhidzwa upfi Mulayo wa u Shumiswa ha Nyambo dza Tshiofisi, wa 2012, nahone u do thoma u shuma nga datumu ine ya do dzudzanywa nga Phresidennde nga Mulevho kha *Gazete*. 