

## **Umphathi wam angathatha imali emvuzweni wam?**

Umphathi angathatha imali emvuzweni wam ukuba:

- Umthetho uyayivumela lo nto (njenge sicaphulo serhafu ne UIF)
- Imanyano yenze isivumelwano sobunini babo bonke yaye kukho umrhumo omawuhlawulwe, umzekelo
- Kukho umyalelo wenkundla, njengo myalelo we garnishee
- Isigwebo sokulamla esithi imali engathathwa emvuzweni wam; ndivumile ngokubhaliweyo ukuba angathatha imali yetyala

## **Angakwazi umphathi wam uthatha mali kumvuzo wam ukuba ndimoshile okanye ndophule into emsebenzini?**

Ewe, umphathi angathatha imali emvuzweni wam ukuba ndimoshile okanye ndophule into emsebenzini. Kodwa kukho imfuneko engqongqo phambi kokuba umphathi angenze ezo zinciphiso. Ezimfuneko zezi:

- Umonakalo okanye lahleko yenzeke ngexesha bendisebenzela umphathi yaye ibiyimpazamo yam
- Umphathi undinike ithuba elilungileyo ukuthi kutheni unciphiso lungenziwanga
- Ixabiso lemali elitsalwe emvuzweni wam ayikho ngaphezulu komonakalo okanye ilahleko
- Ixabiso elitsaliweyo alikho ngaphezulu kwesahlulo sesine somvuzo wam
- Ndivumelene nokutsalelwa ngokubhaliweyo

Umphathi makahlawule imali yam kwi akhawunti ibezinkozo, iphepha lemali okanye ngokuyitshintshela ngqo. Abasebenzi abahlawulwa ngenkozo okanye ngephepha lemali mabafumane imivuzo yabo kwi mvulophu ecikiweyo.

## **Mandiyifumane iphepha lentlawulo?**

I BCEA ayitsho ngokuphandle mandifumane iphepha lentlawulo. Kodwa iyatsho umphathi makandinike isaziso esibhaliweyo onke amaxesha endihlawula umvuzo. esasaziso sibhaliweyo sifana nephepha lam lentlawulo.

## **Siphi isaziso esibhaliweyo umphathi makandinike nomvuzo wam?**

Umphathi makandinike isaziso esingezantsi sibhaliwe onke amaxesha ndihlawulwa umvuzo:

- Igama lomphathi ne address
- Igama lam nomsebenzi endiwenzayo
- Ixesha lomvuzo ohlawulelwa wona
- Yimalini umvuzo wam
- Yimalini imali etsaliweyo emvuzweni wam yaye itsalelwe ntoni
- Elona xabiso lomvuzo endigoduka nalo
- Ixabiso leyure yam nexabiso lomsebenzi ongaphaya kwexesha
- Inani leyure eziqhelekileyo nelomsebenzi ongaphaya kwexesha endiwusebenzileyo kwelaxesha
- Inani leyure endizisebenzileyo ngeCawa okanye holide kawonke wonke zela xesha

## **Bukhona ubuncinane bomvuzo emandibufumane?**

Ukuba ndiphantsi kwe BCEA kuphela, ngoko abukho ubuncinane bomvuzo kum ngoba i BCEA ayiseki buncinane bemivuzo. Mandithethane nomphathi ngomvuzo wam. Kananjalo kuthetha ukuthi andifumani nyuso mvuzo ngokuzenzekelayo. Kodwa ayikho into evalela abasebenzi kuleyo meko bamanyane yaye babange imivuzo engcono. Umphathi wam makandibhatale ubuncinci ubuncinane bomvuzo bomngangatho wam ukuba ndiphantsi kwesivumelwano sebhunga lengxoxo okanye kokusebenza okumiswa licandelo.

## **Ndingenza ntoni ukuba umphathi wam akandiniki lamalungelo?**

Ukuba ndiphantsi kwe BCEA kuphela okanye kokusebenza okumiswa licandelo funeka ndimxele umphathi kweyona ofisi ikufutshane yeSebe lezaBasebenzi. Ukuba ndiphantsi kwebhunga lengxoxo, mandimxele umphathi kwigosa lebhunga lengxoxo.

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**CWAO**  
CASUAL WORKERS ADVICE OFFICE

IsiXhosa  
Wages and Deductions

## **INKQUBO YEMFUNDO**

# **Imivuzo nezinciphiso (Wages and Deductions)**

***Amacandelo 32 - 35 oMthetho weNgqesho Esisiseko Esiyimfuneko (BCEA) umisa amalungelo abasebenzi malunga nemivuzo. La malungelo ashwankathelwe ngaphantsi. Amalungelo awakhuseli abasebenzi abasebenza iyure ezi 24 okanye ngaphantsi ngenyanga.***

## **Kufuneka ndihlawulwe nini umvuzo wam?**

Umphathi makandihlawule hayi ngaphaya kwentsuku ezi 7 emva kokuba ndiwezile umsebenzi. Kukwanjalo xa isivumelwano sokusebenza sam siphela: umphathi wam makandihlawule hayi ngaphaya kwentsuku ezi 7 emva kokuphela kwesivumelwano sam.

## **Makandihlawule njani umphathi wam?**

Lilungelo lam ndixelele umphathi awufake kweyiphi i akhawunti umvuzo wam.