
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HOME AFFAIRS

NO. R. 6268

2 June 2025

BORDER MANAGEMENT AUTHORITY ACT, 2020 BORDER MANAGEMENT AUTHORITY REGULATIONS, 2025

The Minister of Home Affairs has, in terms of section 36 of the Border Management Authority Act, 2020 (Act No. 2 of 2020) and after consultation with the Commissioner, made the Regulations in the Schedule.



DR L.A. SCHREIBER, MP
MINISTER OF HOME AFFAIRS
DATE: 01/05/25

Definitions

1. In these Regulations, any word or expression to which a meaning has been assigned in the Act shall have the meaning so assigned and, unless the context otherwise indicates—

“the National Targeting Centre” means the border risk management and targeting centre contemplated in section 11(2)(f) of the Act, and **“Centre”** has a corresponding meaning; and

“the Act” means the Border Management Authority Act, 2020 (Act No. 2 of 2020).

Structure and functioning of border guard

2. (1) The structure for the border guard must have the following—

(a) commissioned officers—

- (i) Commissioner;
- (ii) Deputy Commissioners;
- (iii) Assistant Commissioners;
- (iv) Deputy Assistant Commissioners;
- (v) Senior Commandants;
- (vi) Commandants;
- (vii) Deputy Commandants;
- (viii) Assistant Commandants; and
- (ix) Chief border guards.

(b) non-commissioned officers—

- (i) senior border guards;
- (ii) border guards; and
- (iii) junior border guards.

(2) Subject to sections 5, 15 and Chapter 6 of the Act, the border guard must function in accordance with standing orders, instructions, directives, guidelines and policies in relation to the operational functioning of the border guard, as may be issued by the Commissioner for the purpose of subregulation (3).

(3) The border guard must function in such a manner so as to—

- (a) physically secure and patrol the border law enforcement areas and ports of entry effectively;
- (b) act as a first line of defence to protect the Republic against health, sanitary, phyto-sanitary, environmental risks and bio-security risks associated with the cross-border movement of persons and goods;
- (c) prevent illegal migration into and out of the Republic;
- (d) prevent drug and human trafficking;
- (e) prevent cross-border smuggling of goods and wildlife, including its products;
- (f) report suspected subversive activities to the relevant law enforcement agencies;
- (g) supervise and manage compliance by foreigners of visa and residence legislation;
- (h) act as the first line of response on border law enforcement; and
- (i) where necessary, cooperate and coordinate their border law enforcement functions with the relevant law enforcement, security and intelligence organs of state.

Conducting business with Authority or state

3. Officials may not—

- (a) directly or indirectly, conduct business with the Authority or the state; or
- (b) be a director of a public or private company which conducts business with the Authority or the state.

Deed of Commission

4. (1) A Deed of Commission contemplated in section 14(2) of the Act must—

- (a) be in a form that is substantially similar to Form 1 in Schedule A; and
- (a) constitute proof of the appointment as a commissioned officer.

(2) A Deed of Commission for a temporary commission contemplated in section 14(3)(c) of the Act must—

- (b) be in a form substantially similar to Form 2 in Schedule A; and
- (a) constitute proof of the appointment as a temporary commissioned officer.

(3) The probation period contemplated in section 14(3)(c) of the Act is six months.

Swearing or declaring allegiance by commissioned officers

5. (1) An oath or a declaration of allegiance contemplated in section 14(3)(a) of the Act must be made in a form that is substantially similar to Form 3 in Schedule A.

(2) The oath or declaration of allegiance must be made before the Commissioner or any person authorised by the Commissioner for that purpose.

(3) An officer who has sworn an oath or made a declaration of allegiance under subregulation (1) remains bound by that oath or declaration after leaving employment with the Authority.

Training of officers

6. (1) The Commissioner must develop a training and development plan for officers, which plan must include, but not limited to, training on—

- (a) anti-corruption and ethical conduct required of officers;
- (b) all legislation relating to the border law enforcement functions of the Authority;
- (c) the Bill of Rights enshrined in Chapter 2 of the Constitution;
- (d) diplomatic and foreign affairs matters relating to international relations and the interests of the Republic in respect of foreign states;
- (e) the Criminal Procedure Act, 1977 (Act No. 51 of 1977), Firearms Control Act, 2000 (Act No. 60 of 2000) and any other relevant legislation;
- (f) relevant public international law;
- (g) relevant agriculture, environment matters, health, immigration and maritime matters;
- (h) the use of small firearms that must include training in—
 - (i) the use of firearms;
 - (ii) weapon handling, including the stripping and assembling of a firearm;
 - (iii) tactical movement; and
 - (iv) making safe of the firearm;
- (i) regimental rules;

- (j) application of correct drill and saluting procedures; and
- (k) occupational health and safety within the border law enforcement area and at ports of entry.

(2) Officers must complete a physical training programme and must pass the required fitness level test.

Training of commissioned officer

7. (1) The training for commissioned officer must include, but not limited to, training on—

- (a) anti-corruption and ethical conduct required of officers;
- (b) all legislation relating to the border law enforcement functions of the Authority;
- (c) the Bill of Rights enshrined in Chapter 2 of the Constitution;
- (d) diplomatic and foreign affairs matters relating to international relations and the interests of the Republic in respect of foreign states;
- (e) the Criminal Procedure Act, 1977 (Act No. 51 of 1977), Firearms Control Act, 2000 (Act No. 60 of 2000) and any other relevant legislation;
- (f) relevant agriculture, environment matters, health, immigration and maritime matters;
- (g) regimental rules; and
- (h) application of correct drill and saluting procedures.

(2) Commissioned officers must complete a physical training programme and must pass the required fitness level test.

Arming of officers

8. (1) The Commissioner may issue arms, ammunition, vehicles, uniforms and any other equipment to officers to enable officers to execute their functions, powers and duties effectively.

(2) An officer must—

- (a) when not on duty, keep his or her official firearm in a locked safe that is mounted on a wall;

- (b) undergo psychological assessments annually in order to determine suitability for continued fitness to carry a firearm;
- (c) ensure, while on duty, that his or her official firearm is on his or her person at all times and is not left unattended or left in vehicles; and
- (d) comply with the Firearms Control Act, 2000, relevant legislations, internal standing orders, instructions, directives, and policies of the Authority.

Ranks of officers

9. The ranks of officers, in order of superiority, are—

- (a) Commissioner;
- (b) Deputy Commissioners;
- (c) Assistant Commissioners;
- (d) Deputy Assistant Commissioners;
- (e) Senior Commandants
- (f) Commandants;
- (g) Deputy Commandants
- (h) Assistant Commandants;
- (i) Chief border law enforcement officers;
- (c) Senior border law enforcement officers;
- (k) Border law enforcement officers; and
- (l) Junior border law enforcement officers.

Security grading of officials

10. The following security grading requirements may apply to the officials of the Authority:

- (a) Top secret;
- (b) secret; or
- (c) confidential.

Qualifications and competency standards for officials

11. The qualification and competency standards for officials are as set out in Schedule B and must, where relevant, include registration with the relevant professional body.

Identification card

12. (1) The identification card contemplated in section 13(6) of the Act must be in a form that is substantially similar to Form 4 in Schedule A.

(2) The identity card contemplated in subregulation (1) must contain the following information—

- (a) The logo of the Authority;
- (b) a photograph of the officer;
- (c) the name, surname, identity and staff number of the officer;
- (d) the rank of the officer;
- (e) the date of issuing of identification card;
- (f) the signature of the Commissioner; and
- (g) the powers of a peace officer that may be conferred on him or her in a declaration as a peace officer, referred to in section 334(1)(a) of the Criminal Procedure Act, 1977 (Act No. 51 of 1977).

Outside remunerative work by officials

13. (1) An official appointed in terms of section 13(1)(b) of the Act must not conduct remunerative work outside of the Authority unless authorised thereto by the Commissioner.

(2) Authorisation to conduct remunerative work outside of the Authority may not be granted where—

- (a) the work to be performed will be conducted during official work hours;
- (b) the official equipment or resources of the Authority will be used for that work; or
- (c) the work to be conducted conflicts with the work of the Authority or has the potential to cause reputational damage to the Authority.

Code of conduct

- 14.** (1) The code of conduct applicable to officers is as set out in Schedule C.
(2) All officers must adhere to the code of conduct referred to in subregulation (1).

Sanctions for misconduct

15. Depending on the seriousness of the misconduct, the officer's previous record and any mitigating or aggravating factors, the sanctions for misconduct may include—

- (a) a verbal warning;
- (b) a written warning valid for six months;
- (c) a final written warning valid for six months;
- (d) suspension without pay for no longer than three months;
- (e) demotion as an alternative to dismissal, if the officer consents thereto; or
- (f) dismissal.

Rules and procedures for meetings of advisory committees

16. (1) An advisory committee must—

- (a) at its first meeting, appoint a chairperson and deputy chairperson from amongst members appointed in terms of section 26(2)(b) of the Act;
- (b) determine its own working arrangements; and
- (c) be supported by a secretariat, the members of which are to be drawn from the support staff.

(2) Decisions of an advisory committee must be adopted by majority consensus where each member of the advisory committee has one vote.

(3) In the event of equal votes, the Chairperson of that advisory committee shall have the deciding vote.

National Targeting Centre

17. (1) The Centre contemplated in section 11(2)(f) of the Act is hereby established as a unit within the Authority.

- (2) The Centre shall consist of—
- (a) the head of the Centre;
 - (b) such number of officials of the Authority as may be appointed by the Commissioner;
 - (d) competent representatives, with the minimum security clearance level as determined by the Commissioner, of the following organs of state—
 - (i) State Security Agency;
 - (ii) SAPS Crime Intelligence;
 - (iii) Defence Intelligence;
 - (iv) Customs Unit of the South African Revenue Service; and
 - (v) Financial Intelligence Centre; and
 - (d) a representative of any other organ of state as the Commissioner may consider necessary.
- (3) The Commissioner must appoint the head of the Centre.
- (4) The head of the Centre must—
- (a) be a South African citizen;
 - (b) be suitably qualified to be appointed as the head of the Centre; and
 - (c) be a commissioned officer.
- (5) The head of the Centre may not perform remunerative work outside of his or her official duties unless authorised thereto as contemplated in regulation 13.
- (6) The primary purpose of the Centre is to identify, analyse and make recommendations to mitigate risks which affect the border law enforcement areas and ports of entry.
- (7) The Centre must, in order to achieve its purpose,—
- (a) collect, collate and analyse data and information to identify risks;
 - (b) develop intelligence on identified risks;
 - (c) analyse, interpret and prioritise risks and engage in scenario development and analysis;
 - (d) recommend measures to mitigate, neutralise or resolve identified risks; and

- (e) recommend appropriate expertise and adequate support capability, procedures and systems.
- (8) The Commissioner must determine—
 - (a) a detailed functions, operating model and organisational structure; and
 - (b) the capabilities and system requirements,of the Centre.
- (9) The Commissioner must ensure that the Centre is adequately secured and capacitated for its effective and efficient functioning.
- (10) The head of the Centre must provide reports to—
 - (a) the Commissioner and relevant Deputy Commissioner, as and when required;
 - (b) the Border Technical Committee, at least on a quarterly basis; and
 - (c) the Inter-Ministerial Consultative Committee, at least on a quarterly basis.
- (11) The Centre must, in carrying out its functions, co-ordinate with the relevant organs of state or any other relevant foreign government entities or international organisations.

Review or appeal of decisions

- 18.** (1) Any decision contemplated in section 29(1) of the Act must be communicated to that person in a form that is substantially similar to Form 5 in Schedule A.
- (2) A person aggrieved by a decision referred to in subregulation (1) may,—
 - (a) within 10 working days from receipt of such decision; and
 - (b) on a form that is substantially similar to Form 6 in Schedule A,make an application to the Commissioner for the review or appeal of that decision.
- (3) The Commissioner must—
 - (a) within 10 working days of receipt of an application contemplated in subregulation (2); and
 - (b) on a form that is substantially similar to Form 7 in Schedule A,communicate his or her decision to the aggrieved person.
- (4) A person aggrieved by a decision of the Commissioner as contemplated in subregulation (3) may—

- (a) within 10 working days of receipt of that decision; and
 - (b) on a form that is substantially similar to Form 8 in Schedule A,
- make an application for the review or appeal of that decision to the Minister as contemplated in section 29(4) of the Act.
- (5) The Minister must, within 14 working days from receipt of an application contemplated in subregulation (4) and on Form 9 illustrated in Schedule A, communicate his or her decision to the aggrieved person.
- (6) The Commissioner must compile and maintain a register of decisions where the Forms contemplated in this regulation are recorded.

Complaints and grievances affecting work of Authority

- 19.** (1) The Commissioner must keep a register of complaints and grievances received affecting the work of the Authority for a period of five years.
- (2) A complaint or grievance affecting the work of the Authority must be submitted to the Commissioner in a form that is substantially similar to Form 10 in Schedule A.
- (3) The Commissioner must, after receipt of a complaint or grievance, acknowledge receipt and investigate the complaint or grievance within 30 days or such reasonable period, which period shall not exceed 60 days from the date of receipt of the complaint or grievance.
- (4) On conclusion of the investigation, the Commissioner must, in writing, inform the complainant of the outcome of the investigation and any steps taken to remedy the grievance or complaint.
- (5) The Commissioner may, where appropriate, refer the complaint or grievance to the relevant law enforcement agency.

Ports of entry or exit

- 20.**(1) A designation of any place as a port of entry or exit in terms of section 30 of the Act or under any legislation must be made by the Minister in writing.
- (2) A designation of any place as a port of entry or exit or any withdrawal or cancellation thereof must be published in the *Gazette*.

Short title and commencement

21. These Regulations are called the Border Management Authority Regulations, 2025 and come into operation on the date of publication hereof.

SCHEDULE A**FORMS**

No.	Description	
1	Form 1	Deed of Commission
2	Form 2	Temporary Deed of Commission
3	Form 3	Oath or declaration of allegiance
4	Form 4	Identification Card
5	Form 5	Officer's decision that materially and adversely affecting a person's rights
6	Form 6	Application to the Commissioner to review or appeal officer's decision
7	Form 7	Commissioner's review or appeal decision
8	Form 8	Application to the Minister to review or appeal Commissioner's review or appeal decision
9	Form 9	Minister's review or appeal decision
10	Form 10	Complaints or grievances against Authority

FORM 1

DEED OF COMMISSION

[Regulation 4(1)(a)]

To: [insert name and rank of officer]

Whereas a commissioned rank in the Border Management Authority was conferred upon you on _____.

I hereby commission you to serve the Republic of South Africa as an officer, with loyalty, courage, dignity and honour, in discharge of your duties and responsibilities with zeal, diligence and to set a good example to those placed under your control.

Given under my hand and the seal of the Republic of South Africa on this _____ day of _____.

Minister of Home Affairs

FORM 2

TEMPORARY DEED OF COMMISSION

[Regulation 4(2)(b)]

To: [insert name and rank of officer]

I, _____, in terms of section 14(1) of the Border Management Authority Act, 2020 (Act No. 2 of 2020), hereby confer on you a temporary commission in the Border Management Authority during your period of probation, from _____ to _____, to serve the Republic of South Africa as an officer, with loyalty, courage, dignity and honour, in discharge of your duties and responsibilities with zeal, diligence and to set a good example to those placed under your control.

Given under my hand and the seal of the Republic of South Africa on this _____ day of _____.

Minister of Home Affairs

FORM 3

OATH OR DECLARATION OF ALLEGIANCE

[Regulation 5(1)]

I, **[insert name and rank of officer]**, hereby swear/solemnly declare* that I—

- (a) will obey, observe, uphold and maintain the Constitution and all other law of the Republic;
- (b) will perform my duties as a commissioned officer of the Border Management Authority conscientiously and to the best of my ability; and
- (c) commit myself to abide by the provisions of the Border Management Authority Act, 2020 (Act No. 2 of 2020), regulations made thereunder and the legislation referred to in Proclamation 89 of 6 September 2022 and to obey any orders or instructions issued in pursuance of the said Act and regulations.

Signature of deponent

I certify that the deponent has acknowledged that he/she* knows and understands the contents of this oath of office, which was sworn /declare* before me on this ____ day of _____ 20____ and signed in my presence.

Date: _____

Place: _____

Signature of Commissioner

**Delete that which is not applicable.*



FORM 4

IDENTIFICATION CARD

[Regulation 12(1)]

1. Identification card issued in terms of section 13(6) of the Border Management Authority Act, 2020 (Act No. 2 of 2020).
2. [name and surname]
3. [photo]
4. [identity number]
5. [staff number]
6. [rank]
7. [date of issuing of identification card]

[signature]

Commissioner

FORM 5

OFFICER'S DECISION THAT MATERIALLY AND ADVERSELY AFFECTS A PERSON'S RIGHTS

[Regulation 18(1)]

1. Name and contact details of the person affected:
2. Description of decision:
3. Authorising provision¹:
4. Reasons for the decision:
5. Date and place of the decision:
6. Name and rank of the officer:

Signature of officer

Take notice that you may apply to the Commissioner to review or appeal this decision by completing the attached Form 6 and submitting it to the Commissioner within 10 days of receipt of this decision at the addresses contained in that Form.

¹ This includes the relevant provision of the Act and any of the provisions in the legislation listed in the Proclamation 89 of 6 September 2022.

FORM 6

**APPLICATION TO COMMISSIONER TO REVIEW OR APPEAL OFFICER'S
DECISION**

[Regulation 18(2)(b)]

1. Name and surname of appellant:
2. Contact details of appellant:
3. Grounds of review or appeal
4. Relief sought:
5. Date of application:

Signature of appellant

This application must be—

- (a) submitted to the Commissioner within 10 days of receipt of the decision to be reviewed or appealed;
- (b) accompanied by the corresponding Form 5.
- (c) submitted to the Commissioner by—
 - (i) emailing it to: [dedicated email address]; or
 - (ii) registered post to: [dedicated postal address].

FORM 7

COMMISSIONER'S DECISION ON REVIEW OR APPEAL

[Regulation 18(3)(b)]

1. Name and surname of the appellant:
2. Contact details of appellant:
3. Description of the review or appeal decision:
4. The reasons for the decision:
5. Date of the decision:

Signature of Commissioner

Take notice that you may apply to the Minister to review or appeal this decision by completing the attached Form 8, with the corresponding Forms 6 and 7 attached, and submitting all the said Forms to the Minister within 10 days of receipt of this decision at the addresses contained in Form 8.

FORM 8

**APPLICATION TO MINISTER FOR REVIEW OR APPEAL OF COMMISSIONER'S
REVIEW OR APPEAL DECISION**

[Regulation 18(4)(a)]

1. Name and Surname of appellant:
2. Contact details of appellant:
3. Grounds of appeal or review:
4. Relief sought:
5. Date of application:

Signature of appellant

This application must be—

- (a) submitted to the Minister within 10 days of receipt of the decision to be reviewed or appealed;
- (b) accompanied with the corresponding Forms 6 and 7;
- (c) submitted to the Minister by—:
 - (i) emailing it to: [dedicated email address]; or
 - (ii) registered post to: [dedicated postal address].

FORM 9

MINISTER'S DECISION ON REVIEW OR APPEAL

[Regulation 18(5)]

1. Name and surname of appellant:
2. Contact details of appellant:
3. Description of the review or appeal decision:
4. The reasons for the decision:
5. Date of decision:

Signature of Minister

FORM 10

COMPLAINTS OR GRIEVANCES AFFECTING WORK OF AUTHORITY

[Regulation 19(2)]

1. Name and surname of complainant:
2. Contact details of complainant:
3. Details of complaint or grievance:
4. Proposed remedy:
5. Date of complaint or grievance:

The complaint or grievance must be submitted to the Commissioner by—

- (a) emailing this completed form to: [dedicated email address]
- (b) posting this completed form through registered mail to: [dedicated postal address].

SCHEDULE B**QUALIFICATIONS AND COMPETENCY REQUIREMENTS FOR OFFICIALS**

Rank	Academic Requirements	Work Experience
Commissioner	Master's Qualification in Commerce, Law or Business Administration or any similar and relevant qualification	Minimum 10 years senior management experience in an executive role.
Deputy Commissioners, Chief Officer, Executive Managers, Manager and VIP officers		
Deputy Commissioner: Operations	Postgraduate qualification in Business Administration (Management), Law, Public Management (Administration) or any similar and relevant qualification at NQF level 8 as recognized by SAQA.	Minimum of 10 years senior management work experience in a similar role.
Deputy Commissioner: Corporate Services	Postgraduate qualification in Business Administration (Management), Law, Public Management (Administration) or any similar and relevant qualification at NQF level 8 as recognized by SAQA.	Minimum of 10 years senior management work experience in a similar role.
Chief Officer: Counter Corruption	Bachelor's Degree (NQF 7) in Law, Criminology or a similar and related field. Honours Degree (NQF 8) would be an Advantage	Minimum of 8-10 years experience at senior managerial level Anti Corruption environment; and minimum of 3 – 5 years management experience
Executive Manager: Counter Corruption	Bachelor's Degree (NQF 7) in Law, Criminology or a similar and related field. Honours Degree (NQF 8) would be an Advantage	Minimum of 5 years experience at senior managerial level Anti Corruption environment; and minimum of 5 years management experience
Executive Manager: Office of the Commissioner	Bachelor Degree in any relevant qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience in office administration
Executive Manager: Special Response	Honours in Social Sciences or Law or an equivalent qualification at NQF level 8 as recognized by SAQA	Minimum of 8 years experience in border law Special Response or related environment.
Manager: VIP Protection Services	Degree in Security Management or an Equivalent degree.	Minimum of 4-6 years experience of Security or related environment.

Special Projects Manager	Undergraduate qualification in Project management, Management Science or an equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 4-6 years experience at managerial level; and minimum of 5 years' experience in border law enforcement or related environment.
VIP Protection Services Officers	Grade 12 Certificate NQF Level 4	Minimum of 2-3 years Security experience
Specialists		
Chief Officer: Operations & Law Enforcement	Undergraduate qualification in Social Science, Law or a similar and related qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at senior managerial level; and minimum of 8 years' experience in border law enforcement or related environment.
Executive Manager: Regional Commander	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA. An NQF level 8 and above qualification will be an added advantage. Completion of the Senior Management Services Pre-entry Certificate upon appointment.	Minimum of 5 years experience at senior managerial level; and minimum of 8 years experience in border law enforcement or related environment.
Manager: Regional Risk & Targeting Management	Undergraduate qualification in Social Sciences Business Administration or Risk Management at NQF level 7 as recognized by SAQA	Minimum of 5 years experience at managerial level; and minimum of 5 years experience within Risk Management or related environment
Port Commander	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA. An NQF level 8 and above qualification will be an added advantage.	Minimum of 5 years experience at managerial level, and minimum of 5 years experience in border law enforcement or related environment.
RTC Specialist: Information and Risk Analysis	Undergraduate qualification (NQF level 7) as recognized by SAQA in Data Analytics or Risk Management	Minimum of 5 years experience in Risk Management or Intelligence environment.
RTC Senior Specialist: Information and Risk Analysis	Undergraduate qualification (NQF level 7) as recognized by SAQA in Data Analytics or Risk Management	Minimum of 4 years experience in Risk Management or Intelligence environment.

RTC Analyst: Information and Risk Analysis	Undergraduate qualification (NQF level 7) as recognized by SAQA in Data Analytics or Risk Management	Minimum of 2-3 years experience in Risk Management or Intelligence environment.
Manager: Border Control Coordination	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at managerial level; and minimum of 5 years' experience in border law enforcement or related environment.
Immigration Specialist	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 2-3 years experience in Immigration or related environment.
Agriculture Specialist	Qualification in Agricultural Management, Natural Sciences or related qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience in Agriculture or related environment.
Environmental Specialist	Undergraduate qualification in Environmental Science or equivalent qualification at NQF level 7 as recognized by SAQA	Minimum of 5 years experience in a relevant field. Environmental Management Inspector certificate/training/experience will be an added advantage.
Health Specialist	Undergraduate qualification in Social Sciences, Environmental Health or equivalent qualification at NQF level 7 as recognized by SAQA. NQF level 8 and above qualification will be an added advantage.	Minimum of 5 years experience in Health Environment related environment.
Specialist Border Law Enforcement	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience in border law enforcement or related environment.
State Veterinarian	Undergraduate qualification in BVSc Degree or relevant Qualification recognised by the South African Qualification Authority and the South African Veterinary Council	Minimum of 5 years experience in a relevant field.
Veterinarian Officer	National Diploma in Environmental Health, Animal Health, Veterinary Public Health or any relevant qualification at NQF level 6 as recognized by SAQA.	Minimum of 4 years experience.

Medical Doctors	Degree of Bachelor of Medicine and Surgery.	Minimum of 5 years experience in healthcare.
Manager: Corporate Support	Undergraduate qualification in Social Sciences Business Administration or Human Resources Management at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at managerial level, and minimum of 5 years experience within Corporate Support or related environment.
ICT Officer	Diploma (NQF 6) in Information Technology, Computer/Engineering Science or any related qualification. IT Service management Certification advantage.	Minimum of 4 years experience in Information Technology Support.
Financial Accountant	B.Com Accounting degree or equivalent post graduate qualification in Finance or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous.	Minimum of 3 years experience in accounting, analysis and budget management. Completed Articles, financial prescripts experience (GAAP and GRAP) and Public Finance Management Act, 1999 (Act No. 1 of 1999).
Asset and Fleet Management	A Grade 12 (Matric). Undergraduate qualification would be an advantage.	Minimum of 2-3 years experience.
HR Business Partner	National Diploma (NQF 6) in Human Resources or Equivalent.	Minimum of 3 years experience in payroll, IR, and HR management.
Facilities Management Officer	Diploma or Advanced Certificate in Occupational Health and Safety Certificate/Facilities Management	Minimum of 3-4 years experience in a relevant field.
Communications & Stakeholder Management Officer	Bachelor's degree in communications, journalism or related field.	Minimum of 3 years prior working experience in communications.
Facilities Management Assistants	Matriculation or NQF Level 4.	No experience required.
RTC Specialist: Field Information Operations	Undergraduate qualification (NQF level 7) as recognized by SAQA in Data Analytics or Risk Management.	Minimum of 5 years experience in Communications and International Relations

RTC Senior Specialist: Field Information Operations	Undergraduate qualification (NQF level 7) as recognized by SAQA in Data Analytics or Risk Management.	Minimum of 4 years experience in Risk Management or Intelligence environment
RTC Analyst: Filed Information Operations	Undergraduate qualification (NQF level 7) as recognized by SAQA in Data Analytics or Risk Management	Minimum of 2-3 years experience in Risk Management or Intelligence environment
Border Law Enforcement		
Manager: Specialised Services	Bachelor's Degree in Business Administration, Engineering, Sciences or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience in the Field of Specialised Services.
Manager Border Law Enforcement	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at managerial level; and minimum of 5 years experience in border law enforcement or related environment.
Chief Border Law Enforcement Officer	Undergraduate qualification in a Security related field at NQF level 6 as recognized by SAQA.	Minimum of 4 years experience in command within a Security related field in public security law enforcement. Extensive experience in commanding, planning and executing security operations.
Senior Border Law Enforcement Officer	Undergraduate qualification in a Security related field at NQF level 6 as recognized by SAQA.	Minimum of 3 years experience in command, planning and execution in public security environment.
Border Law Enforcement Officer	Grade 12 Certificate NQF Level 4 and training in public security environment.	Minimum of 2 years experience in command, planning and execution in public security environment.
Junior Border Law Enforcement Officer	Grade 12 Certificate NQF Level 4 and training in public security environment.	Minimum of 1 year experience in command, planning and execution in public security environment.
Immigration		

Assistant Manager: Immigration	Undergraduate qualification in Social Sciences or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at managerial level; and minimum of 5 years experience in immigration management or related environment.
Chief Immigration: Officer	Grade 12 Certificate, an NQF level 4, or completion of the DHA Qualification: Home Affairs Services (NQF level 5) all recognised by SAQA. A relevant NQF level 6 as recognised by SAQA will serve as an added advantage. Completion of the Cadet or Internship Programme within the Department of Home Affairs and currently employed by DHA will be an added advantage.	Minimum of 4-5 years relevant experience.
Senior Immigration: Officer	Grade 12 Certificate, an NQF level 4, or completion of the DHA Qualification: Home Affairs Services (NQF level 5) all recognised by SAQA. A relevant NQF level 6 as recognised by SAQA will serve as an added advantage. Completion of the Cadet or Internship Programme within the Department of Home Affairs and currently employed by DHA will be an added advantage.	Minimum of 3 years relevant experience.
Immigration: Officer	Grade 12 Certificate, an NQF level 4, or completion of the DHA Qualification: Home Affairs Services (NQF level 5) all recognised by SAQA. A relevant NQF level 6 as recognised by SAQA will serve as an added advantage. Completion of the Cadet or Internship Programme within the Department of Home Affairs and currently employed by DHA will be an added advantage	Minimum of 2-3 years relevant experience.

Assistant Immigration: Officer	Grade 12 Certificate, an NQF level 4, or completion of the DHA Qualification: Home Affairs Services (NQF level 5) all recognised by SAQA. A relevant NQF level 6 as recognised by SAQA will serve as an added advantage. Completion of the Cadet or Internship Programme within the Department of Home Affairs and currently employed by DHA will be an added advantage.	Minimum of 1-2 years relevant experience.
Biodiversity		
Head: Bio Security/Biodiversity	Four year degree (NQF 8) in Natural or Environmental Sciences or equivalent qualification..	Minimum of 5 years experience at managerial level; and minimum of 5 years experience in Environmental Management or related environment.
Officer: Biodiversity (Production)	Four years degree (NQF 8) in Natural or Environmental Sciences or equivalent qualification.	Minimum of 6 years experience in a relevant field. Environmental Management Inspector certificate/training/experience will be an added advantage. Appropriate experience in biosafety, Genetics, Plant Pathology, Plant Physiology and Biochemistry Microbiology, Biotechnology, Management and research entailing alien and invasive species
Officer: Biodiversity (Specialised Production)	Four year degree (NQF 8) in Natural or Environmental Sciences or equivalent qualification.	Minimum of 6 years experience in a relevant field. Environmental Management Inspector certificate/training/experience will be an added advantage. Appropriate experience in biosafety, Genetics, Plant Pathology, Plant Physiology and Biochemistry Microbiology, Biotechnology, Management and research entailing alien and invasive species

Inspector: Biodiversity	Degree (NQF Level 7), National Diploma (NQF Level 6) in Environmental Management/Science, Natural Science, Animal Health or equivalent qualification.	Minimum of 2-3 years experience in related field.
Medical and environmental health		
Medical Officer	Degree of Bachelor of Medicine and Surgery.	Minimum of 5 years experience in healthcare.
Chief Environmental Health Practitioners	Bachelor's degree, National Diploma or equivalent NQF 6 qualification in Environmental Health.	Minimum of 4 years experience in environmental health.
PNA 5 Operational Manager Nursing	Diploma in Nursing (NQF Level 6) qualification or equivalent qualification.	Minimum of 7 year appropriate or recognisable experience in nursing after registration as a professional nurse.
PNA 4 Professional Nurse Grade 3	Diploma in Nursing (NQF Level 6) qualification or equivalent qualification.	Minimum of 20 years appropriate or recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
PNA 3 Professional Nurse Grade 2	Diploma in Nursing (NQF Level 6) qualification or equivalent qualification.	Minimum of 10 years appropriate or recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
PNA 2 Professional Nurse Grade 1	Diploma in Nursing (NQF Level 6) qualification or equivalent qualification.	Minimum of 5 years appropriate or recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
Senior Officer: Environmental Health	Bachelor's Degree/B tech NQF level 7 in Environmental or Safety Management or Equivalent.	Minimum of 3 years experience working performing a similar role.
Environmental Health Practitioner	Bachelor's degree, National Diploma or equivalent NQF 6 qualification in Environmental Health.	Minimum of 2 years experience in environmental health.

Environmental Health Assistant Practitioner	Bachelor's degree, National Diploma or equivalent NQF 6 qualification in Environmental Health.	Minimum of 1 year experience in environmental health.
Agriculture and animals		
Assistant Manager Agriculture	Undergraduate qualification in Agriculture or related qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at managerial level; and minimum of 5 years experience in Agriculture or related environment.
Control Agricultural Product & Quarantine Technician	Qualification in Agriculture or related qualification at NQF level 7 or NQF level 6 as recognized by SAQA.	Minimum of 5 years relevant experience.
Control Animal Health Technician	Qualification in Agriculture or related qualification at NQF level 7 or NQF level 6 as recognized by SAQA.	Minimum of 5 years relevant experience.
Chief Agricultural Food & Quarantine Technician	Qualification in Agriculture or related qualification at NQF level 7 or NQF level 6 as recognized by SAQA.	Minimum of 5 years relevant experience.
Senior Agricultural Food & Quarantine Technician	Qualification in Agriculture or related qualification at NQF level 7 or NQF level 6 as recognized by SAQA.	Minimum of 5 years relevant experience.
Assistant Inspector	Qualification in Agriculture or related qualification at NQF level 7 or NQF level 6 as recognized by SAQA.	Minimum of 2-3 years relevant experience.
Animal Health Technician	National Diploma (NQF Level 6) in Animal Health.	Minimum of 2 years of relevant experience.
Veterinary Public Health Officer	National Diploma in Environmental Health, Animal Health, Veterinary Public Health or any relevant qualification at NQF level 6 as recognized by SAQA.	Minimum of 4 years experience.
Finance and HR		

Finance Officer	Degree in Finance or Accounting (NQF 6).	Minimum of 2-3 years relevant experience.
HR Officer	Grade 12 Certificate; and (3) Year National Diploma (NQF 6) in Human Resources or Equivalent	Minimum of 3 years HR administration experience.
Special Response		
Executive Manager: Special Response	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 8 years experience in border law Special Response or related environment.
Manager: Special Response	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience in border law Special Response or related environment.
Chief Border Law Special Response Officer	Undergraduate qualification in a Security related field at NQF level 6 as recognized by SAQA.	Minimum of 4 years experience in command within a Security related field in public security law enforcement.
Senior Border Law Special Response Officer	Undergraduate qualification in a Security related field at NQF level 6 as recognized by SAQA.	Minimum of 2-3 years experience in command, planning and execution in public security environment.
Border Law Special Response Officer	Grade 12 Certificate NQF Level 4 and training in public security environment.	Minimum of 2 years experience in command, planning and execution in public security environment.
Special Response Coordinating Manager	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience in border law Special Response or related environment.
Special Response Coordinating Officer	Undergraduate qualification in a Security related field at NQF level 6 as recognized by SAQA.	Minimum of 3 years experience in command, planning and execution in public security environment.
Movement		

Chief Officer: National Risk & Targeting Management	Undergraduate qualification in Security & Risk Intelligence, Strategic Intelligence or related qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at senior managerial level; and minimum of 8 years experience in the intelligence or related environment.
Executive Manager: Passengers/ Human Movement	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 5 years experience at senior managerial level; and minimum of 5 years experience in Risk Management or Intelligence environment.
Executive Manager: Regulated Goods	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 5 years experience at senior managerial level; and minimum of 5 years experience in Risk Management or Intelligence environment.
Executive Manager: Cross Border Smuggling	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 5 years experience at senior managerial level; and minimum of 5 years experience in Risk Management or Intelligence environment.
Manager: Passengers/ Human Movement	Bachelor Degree in any relevant qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience.
Senior Specialist: Passengers/ Human Movement	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 5 years experience in Risk Management or Intelligence environment.t
Specialist: Passengers/ Human Movement	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 4 years experience in Risk Management or Intelligence environment.

Analyst: Passengers/ Human Movement	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 2-3 years experience in Risk Management or Intelligence environment.
Manager: Regulated Goods	Bachelor Degree in any relevant qualification at NQF level 7 as recognized by SAQA	Minimum of 5 years' experience
Senior Specialist: Regulated Goods	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 5 years experience in Risk Management or Intelligence environment.
Specialist: Regulated Goods	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 4 years experience in Risk Management or Intelligence environment.
Analyst: Regulated Goods	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 2-3 years experience in Risk Management or Intelligence environment.
Manager: Cross Border Smuggling	Bachelor Degree in any relevant qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience.
Senior Specialist: Cross Border Smuggling	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 5 years experience in Risk Management or Intelligence environment.

Specialist: Cross Border Smuggling	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 4 years experience in Risk Management or Intelligence environment.
Analyst: Cross Border Smuggling	Undergraduate qualification (NQF level 7) as recognized by SAQA in Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management or Risk Management.	Minimum of 2-3 years experience in Risk Management or Intelligence environment.
Specialised functions		
Chief Officer: Specialised Functions	Postgraduate qualification in Security & Risk Intelligence, Strategic Intelligence or related qualification at NQF level 8 as recognized by SAQA. Master's Degree NGF 9 would be an advantage.	Minimum of 10-15 years experience in Executive or Senior Management level; and minimum of 5-6 years experience at senior managerial level.
Executive Manager: Agriculture	Qualification in Agricultural Management or related qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at senior managerial level.
Executive Manager: Health	Undergraduate qualification in Social Sciences, Environmental Health or equivalent qualification at NQF level 7 as recognized by SAQA. NQF level 8 and above qualification will be an added advantage.	Minimum of 5 years experience at senior managerial level; and minimum of 8 years experience in border law enforcement or related environment.
Executive Manager: Immigration	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA. NQF level 8 and above qualification will be an added advantage.	Minimum of 5 years experience at senior managerial level; and minimum of 8 years experience in border law enforcement or related environment.

Executive Manager: Environment	Undergraduate qualification in Social Sciences, Law or equivalent qualification at NQF level 7 as recognized by SAQA. NQF level 8 and above qualification will be an added advantage.	Minimum of 5 years experience at senior managerial level; and minimum of 8 years experience in border law enforcement or related environment.
Executive Manager: Monitoring & Compliance	Undergraduate qualification in Social Sciences or related qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years experience at senior managerial level.
Agriculture Senior Specialist	Qualification in Agricultural Management, Natural Science or related qualification at NQF level 8 as recognized by SAQA.	Minimum of 8 years experience in Agriculture or related environment.
Health Senior Specialist	Qualification in Social Sciences, Environmental Health or equivalent qualification at NQF level 7 as recognized by SAQA.	Minimum of 5 years relevant experience.
Immigration Senior Specialist	Post graduate qualification at NQF level 8 as recognized by SAQA.	Minimum of 8 years experience.
Environmental Senior Specialist	Post graduate qualification at NQF level 8 as recognized by SAQA.	Minimum of 8 years experience.
Compliance Coordinator	Undergraduate Degree, Qualification (NQF 7) in Risk Management, Law or Audit.	Minimum of 2 years experience in compliance or risk management.
Compliance Officer	Degree or Qualification Risk Management, Law or Audit.	Minimum of 3 years experience in compliance or risk management.
Corporate Affairs		
Chief Officer: Corporate Affairs	Qualification in Human Resource Management, Business Administration(Management), Public Management (Administration) or any relevant qualification at NQF level 7 as recognized by SAQA.	Minimum of 6-8 years experience at managerial level in Corporate Services or Support environment.

Executive Manager: Organisational Strategy and Planning	Master's Degree or equivalent in Public Administration, Social Sciences, Education and Training. A PhD or equivalent in the relevant field of study will be an added advantage.	Minimum of 6-8 years experience working within a research and monitoring environment or similar, of which 3 years should be at a management level and experience in education, training, and quality assurance.
Manager: Strategy and Management	NQF Level 8 or equivalent qualification.	Minimum of 6 years working experience.
Specialist: Strategic Planning	NQF Level 7 or equivalent qualification in the field of business administration, strategic management, or a related field.	Minimum of 5 years working experience.
Specialist: Monitoring and Reporting	NQF Level 7 or equivalent qualification in the field of Information Management/Statistics/ Business Administration / Public Administration / M&E	Minimum of 5 years working experience.
Research Analyst	NQF Level 8 or equivalent qualification in the field Mathematics, engineering, economics, statistics / Equivalent.	Minimum of 5 years working experience.
Manager: Project Management	NQF Level 8 or equivalent qualification in the field of Project Management.	Minimum of 7-10 years working experience in the field of Project Management, Proven experience in project management, overseeing multiple projects simultaneously.
Specialist: Improvement and Project Management	NQF Level 7 or equivalent qualification in the field of Project Management.	Minimum of 5 years working experience in the field of Project Management, Proven experience in project management and process improvement initiatives.
Legal and compliance		
Executive Manager: Legal and Compliance	Post Graduate Degree LLM Degree(NQF 8); and Admission as Advocate or Attorney is mandatory.	Minimum of 10 years experience as legal advisor in public sector regulatory environment; and minimum 3-5 years experience in a management role.

Senior Legal Advisor	LLB Degree (NQF Level 8) or any related law qualification.	Minimum of 5 years legal experience as a legal advisor, counsel, or in house legal counsel with a strong focus on business law, risk management, and compliance.
Legal Advisor	LLB Degree (NQF Level 8) or any related law qualification.	Minimum of 2-3 years post-admission legal experience.
Specialist: Ethics and Compliance	Bachelor's degree or Advanced Diploma (NQF 7) in Risk Management, Compliance or Management. Bachelor of Law (LLB) Certified Ethics Officer would be an advantage.	Minimum of 5 years experience in business ethics management, corporate governance, law, public policy or administration or a relevant discipline such as enterprise risk management and internal control, accounting or audit.
Communications and stakeholder management		
Executive Manager: Communications and Stakeholder Management	Honors Degree (NQF 7) in Social Sciences, Social Development, Communication or Public Relations. Postgraduate qualification in Communications will be an added advantage.	Minimum of 5-8 years experience in Stakeholder relations, Stakeholder Management and Corporate Communication related fields; and minimum 3-5 years experience in management or at a supervisory level, experience in developing successful communication, stakeholder engagement plans and working with CRM systems.
Senior Manager: Customer Relations	Bachelor or masters degree in business; and an undergraduate qualification in Public Relations Management, Communications or Marketing Management at NQF level 7 as recognized by SAQA.	Minimum of 8-10 years experience in communications services related environment.
Manager: Call Centre Operations	No formal qualification is required. Degree can be an added advantage.	Minimum of 4-6 years experience with a minimum of 2 years experience within a contact centre environment.
Supervisor: Switch Board	Matric or National Diploma qualification	2-3 years relevant experience in switchboard operations or customer service

Senior Manager: International Stakeholder Management	Bachelor of Business Degree in International Management, Business Administration, Communication or comparable is required.	Minimum of 8-10 years experience in Stakeholder relations, Stakeholder Management and Corporate Communication related fields; and minimum 3-5 years experience in management or at a supervisory level.
Specialist International Affairs	Bachelor's degree (NQF Level 7) in international relations, political science, economics, or a related field. Advanced degrees or certifications in international affairs are advantageous.	Minimum of 4-6 years experience.
Senior Manager: Domestic Stakeholder Management	Degree in Communications, Journalism, Stakeholder Management.	Minimum of 8-10 years experience in Stakeholder relations, Stakeholder Management and Corporate Communication related fields; and minimum of 3-5 years experience in management or at a supervisory level.
Specialist : Domestic Stakeholder Management	Degree (NQF 7) in Social Sciences, Social Development or Communication or Public Relations.	Minimum of 4-6 years experience in Stakeholder relations, Stakeholder Management and Corporate Communication related fields.
Officer: Domestic Stakeholder Management	Relevant degree in Communication, Public Relations Management.	Minimum of 2-3 years experience.
Senior Manager: Communications	Undergraduate qualification in Public Relations Management, Communications or Marketing Management at NQF level 7 as recognized by SAQA.	Minimum of 8-10 years experience at middle or senior managerial level in communications services related environment.
Specialist: Communications	Qualification in Bachelor's degree in communications, journalism or related field.	Minimum of 4-6 years relevant experience.
Communications Officer	Bachelor's degree in communications, journalism or related field, or equivalent experience.	Minimum of 3 years prior working experience in communications.

Senior Manager: Public Relations and Branding	Undergraduate qualification in Public Relations Management, Communications or Marketing Management at NQF level 7 as recognized by SAQA.	Minimum of 8-10 years experience in communications services related environment.
Specialist: Public Relations	Bachelor's degree in public relations, communications, journalism, or a related field.	Minimum of 4-6 years relevant experience.
Specialist: Branding	Bachelor's degree in Marketing, Branding, Communications, or a Related Field.	Minimum of 2-3 years experience in Branding, Brand Management, or Marketing roles.
Officer: Events	Diploma in Marketing, Communications or a related field	Minimum of 2-3 years relevant experience.
Human capital management		
Executive Manager: Human Capital Management	Honours B Degree (NQF8) in Human Resources or related qualification. An MBA would be an added advantage and IPM/SABPP Registration will be advantageous.	Minimum of 5 years senior management experience operating at a strategic level in human resources management, Human resources management policy development and implementation. Proven experience in benefits administration, recruitment and selection, transfer and placement of local government employees. Proven experience in developing a human resources management infrastructure from scratch, Transformation, Change management.
Senior Manager: HR Service Support and Administration	Bachelor's Degree in Human Resource Management, Organizational Psychology, Business Administration, or any relevant qualification at NQF level 7 as recognized by SAQA. An NQF level 8 and above qualification will be an added advantage	Minimum of 8-10 years experience in HR service delivery or HR operations, preferably in a managerial or leadership role.
Manager: HR Service Partners	Degree (NQF level 7) in Human Resources or equivalent.	Minimum of 5 years in payroll, IR, and HR management. Demonstrable experience working as an HR Business Partner.

HR Business Partners	National Diploma (NQF level 6) in Human Resources or Equivalent.	Minimum of 3 years in payroll, IR, and HR management. Demonstrable experience working as an HR Business Partner.
Manager: HR Administration & Systems	Degree (NQF level 7) in Information Technology, Computer/Engineering Science or any related qualification.	Minimum of 5 years relevant experience.
Specialist: HRMIS	Bachelor's Degree (NQF level 7) in Human Resources, Information Technology, Computer Science or closely related field.	Minimum of 3–5 years experience working in a fast-paced organisation within or in close collaboration with the human resource department. Experience in designing, and supporting /facilitating implementation (including change management), and maintaining business management system.
Manager: Remuneration and Benefits	NQF level 6 or 7 qualification in Business Management, Commerce or Human Resources or Equivalent. Honours degree (NQF level 8) or equivalent in Business Management, Commerce or Human Resources would be advantageous.	Minimum of 5 year proven experience as a Remuneration and Benefits Specialist.
Specialist: Remuneration and Benefits	NQF level 6 or 7 qualification in Business Management, Commerce or Human Resources or Equivalent. Honours degree (NQF level 8) or equivalent in Business Management, Commerce or Human Resources would be advantageous.	Minimum of 4-6 year proven experience as a Remuneration and Benefits Specialist.
Senior Manager: Employee Relations, Health & Wellness	Bachelor's Degree in Human Resource Management, Organizational Psychology, Business Administration, or any relevant qualification at NQF level 7 as recognized by SAQA. An NQF level 8 and above qualification will be an added advantage.	Minimum of 8-10 years experience in employee relations, preferably in a managerial or leadership role. Proven experience in developing and implementing health and wellness programs.
Manager: Health and Wellness	A National Degree (NQF level 7) in psychology or social work or equivalent qualification.	Minimum of 5 years experience in Employee Health & Wellness field.

Specialist: Employee and Labour Relations	Bachelor's Degree (NQF level 7) in LLB, BA Law, Labour Law, Labour Relations Degree, Advanced HR or equivalent.	Minimum of 4-6 years experience within the HR Operations in an Employee Relations position.
HR Officer: Employee Health and Wellness	National Diploma or Degree (NQF level 6 or 7) in psychology or social work or equivalent qualification.	Minimum of 2-3 years experience in Employee Health & Wellness field.
Senior Manager: Talent Management & Organisational Development	Undergraduate qualification in Human Resource Management, Organizational Psychology, Business Administration, or any relevant qualification at NQF level 7 as recognized by SAQA. An NQF level 8 and above qualification will be an added advantage.	Minimum of 8-10 years experience in talent management, organizational development, and leadership development, preferably in a managerial or leadership role. Proven experience in designing and implementing talent management and organizational development strategies and programs.
Specialist: Performance Management	Undergraduate qualification in Human Resource Management, Business Administration (Management), Public Management (Administration) or any relevant qualification at NQF level 7 as recognized by SAQA.	Minimum of 4-6 years in a HR Management generalist environment is essential.
Specialist: Organisational Development and Change Management	Undergraduate qualification in Human Resource Management, Industrial Psychology or any relevant qualification at NQF level 7. Postgraduate Degree in Human Resource Management, or Industrial Psychology will be advantageous.	Minimum 4-6 years experience as an OD/CM Specialist.
HR Officer: Performance & Talent Management	Undergraduate qualification in Human Resource Management, Business Administration (Management), Public Management (Administration) or any relevant qualification at NQF level 7 as recognized by SAQA.	Minimum of 2-3 years in a HR Management generalist environment is essential.
HR Office: Organisational Design	Three Year National Diploma (NQF level 6) in Human Resources or Industrial Psychology or equivalent.	Minimum of 2-3 years Work Study/Organisational Design/Effectiveness experience

Training and development		
Executive Manager: Training and Development	Undergraduate qualification in Human Resource Management, Business Administration (Management), Public Management (Administration) or any relevant qualification at NQF level 7 as recognized by SAQA. An NQF level 8 and above qualification will be an added advantage.	Minimum of 5 years experience at managerial level in Learning environment.
Senior Manager: Curriculum & Material Development and Assurance	Undergraduate qualification in Education, Social or Behavioural Science at NQF level 7 as recognized by SAQA.	Minimum of 8-10 years experience at managerial level in Learning environment.
Specialist: Curriculum & Materials Development	NQF level 6 or 7 qualification in Education or equivalent with Curriculum Development specialisation. Honours degree (NQF 8) would be an added advantage.	Minimum of 4-6 years teaching experience with a minimum of 3 years experience at supervisory or management level. Experience in Education, Training and Development (ETD) environment.
Specialist: Quality Assurance	NQF level 6 or 7 qualification in Education or equivalent with Curriculum Quality Assurance specialisation. Honours degree (NQF level 8) would be an added advantage.	Minimum of 4-6 years teaching experience with a minimum of 3 years experience at supervisory or management level. Experience in Education, Training and Development
Senior Manager: Training and Delivery	Undergraduate qualification in Human Resource, Management, Education or Organisational Development or any relevant qualification at NQF level 7 as recognized by SAQA. NQF level 8 and above qualification will be an added advantage.	Minimum of 8-10 years experience at managerial level in Learning environment.
Training Facilitators	Bachelor's degree or equivalent in a relevant field such as education, organizational development, human resources, or a related discipline.	Minimum of 4-6 years experience as a training Facilitator.

Learning and Support Officer	National Diploma, an appropriate Bachelor's Degree or qualification specifically in Education, Social, Behavioural Science or Accredited student counselling courses.	Minimum of 2-3 years working experience in Support or counselling environment.
Senior Manager: Learning and Development	Undergraduate qualification in Education, Social, Behavioural or any relevant qualification at NQF level 7 as recognized by SAQA. An NQF level 8 and above qualification will be an added advantage.	Minimum of 8-10 years experience at managerial level in Learning environment.
Specialist: Learning and Development	NQF level 6 or 7 qualification in Industrial Psychology or Equivalent with Learning and Development specialisation. An Honours degree(NQF level 8) or equivalent would be an added advantage.	Minimum of 4-6 years proven experience as a Learning and Development Specialist.
Skills Development Facilitator	Degree or Diploma NQF Level 6 or 7 in HRD or Education or equivalent	Minimum of 4-6 years experience in skills development related environment Experience in working with multiple stakeholders. Exposure to skills development related projects.
Finance and Facilities Management		
Chief Officer: Finance and Facilities Management	BCom Accounting Degree, Registered Chartered Accountant	Minimum of 10-15 years in Finance & Accounting – Executive/ Senior Management level.
Executive Manager: Property & facilities Management	Registered Chartered Accountant	Minimum of 3-5 years operational experience in Facilities Management, and minimum of 5 years of project management or similar related experience.
Senior Manager: Estates & property Management	Advanced Diploma or B-Degree in Estate management or business management or an equivalent.	Minimum of 8-10 years experience working at an Estate Environment.

Senior Manager: Facilities	Advanced Diploma / B-Degree in Facilities Management, Property Management, Project Management, Operations Management or related FM formal qualification/ Equivalent	Minimum of 8-10 years experience in Facilities Management.
Senior Manager: Protection Services	Bachelor's degree or B Tech Security Management or equivalent related to Protection Services.	Minimum of 8-10 years experience in Security in smelting or refinery environments with exposure in investigation, crime information analysis, intelligence and surveillance; and minimum of 3-5 years experience in security management especially as a Protection Services Manager.
Senior Manager: Fleet Management	Undergraduate qualification.	Minimum of 8-10 years experience.
Manager: Fleet Management	Undergraduate qualification.	Minimum of 4-6 years experience.
Officer: Fleet Management	Grade 12 Certificate. Undergraduate qualification would be an advantage.	Minimum of 2-3 years experience as a driver.
Project Manager	NQF Level 8 or equivalent qualification in the field of Project Management and IT qualification at NQF Level 8 or equivalent.	Minimum of 7-10 years working experience in the field of Project Management within Estates environment and business environment.
Manager: Technical Services	Advanced Diploma, B-Degree in Engineering, Architecture, Quantity Surveying, Construction Management or an equivalent qualification.	Minimum of 4-6 years experience.
Handy Man	Senior Certificate or Grade 12 certificate (NQF level 4).	No experience necessary. 0-1 Year\ in Similar Role
Manager: Help Desk	Advanced Diploma or B-Degree.	Minimum of 4 – 6 years experience in similar environment; and minimum of 3 years at a supervisory level.
Help Desk Consultant	Higher Certificate or National Certificate.	Minimum of 1-2 years of relevant work experience.
Manager: Soft Services	Advanced Diploma, B-Degree in Engineering, Architecture, Quantity Surveying, Construction	Minimum of 4-6 years experience in Facilities Maintenance Management.

	Management or an equivalent qualification.	
General Workers	Senior Certificate or Grade 12 certificate (NQF level 4).	0-1 Year\ in Similar Role
Manager: Safety Health & Environment	Advanced Diploma, B-Degree in Safety Management or an equivalent qualification.	Minimum of 4-6 years experience in Safety Management.t
SHEQ Officer	Advanced Diploma, B-Degree in Safety Management or an equivalent qualification.	Minimum of 2-3 years experience in occupational health and safety or environmental management.
Manager: Vetting & Screening	Bachelor's Degree (NQF Level 7).	Minimum of 4-6 years experience.
Officer: Vetting & Screening	National Diploma (NQF Level 6).	Minimum of 2-3 years experience.
Manager: Integrated Electronic Security	Bachelor's degree (NQF Level 7) in a relevant field in computer science, electrical engineering, or security management.	Minimum of 4-6 years experience in managing electronic security systems, including access control, video surveillance, intrusion detection, and alarm systems.
Officer: Integrated Electronic Security	Bachelor's degree (NQF Level 7) in a relevant field in computer science, electrical engineering, or security management.	Minimum of 2-3 years experience in managing electronic security systems, including access control, video surveillance, intrusion detection, and alarm systems.
Manager: Physical Security	Bachelor's degree/ B Tech Security Management or equivalent qualification.	Minimum of 4-6 years experience in Security environments.
Team Leader: Physical Security	Grade 12 Certificate.	Minimum of 3 years experience.
Security Officer	Grade 12 Certificate.	Minimum of 1-2 years experience.
Manager Records	Advanced Diploma or B-Degree in Records and Document Management Practices, or an equivalent qualification.	Minimum of 4-6 years experience in Records and Document management practices.
Registry Clerk	Higher Certificate or National Certificate.	Minimum of 1-2 years experience.

Manager: Logistics & Stores	Advanced Diploma or B-Degree in Supply Chain Management or Logistics or an equivalent qualification.	Minimum of 4-6 years working experience in Logistics.
Officer: Travel Management	National Diploma (NQF Level 6) in hospitality management, business administration, or a related discipline.	Minimum of 2-3 years experience.
Officer: Stores	Grade 12 Certificate.	Minimum of 2-3 years experience in storekeeping, inventory management, or a related field.
Supply chain and asset management		
Executive Manager: Supply Chain & Asset Management	Supply Chain Management or logistics related Degree at NQF level 7.	Minimum of 5-8 years in Supply Chain Management – Operational.
Senior Manager: Assets management	B.Com Accounting degree or equivalent. CA(SA).	Minimum of 8 years experience.
Accountant: Assets	B.Com Accounting degree or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous	Minimum of 3 years experience in accounting role Extensive Fixed Assets.
Senior Manager: Demand & Contract Management	Bachelor's degree in Procurement, Supply Chain Management, Logistics or Purchasing (NQF Level 7).	Minimum of 8 years experience in Procurement or Strategic sourcing.
Specialist: Contract Management	Bachelor's degree in Procurement / Supply Chain Management, Logistics or Purchasing (NQF Level 7).	Minimum of 4-6 years experience in Procurement or Strategic sourcing.
Specialist: Demand Management	Bachelor's degree in Procurement, Supply Chain Management, Logistics or Purchasing (NQF Level 7).	Minimum of 4-6 years experience in Procurement or Strategic sourcing.
Officer: Demand & Contracts Management	National Diploma or Degree in Supply Chain Management, Procurement, / Logistics or Public Administration or equivalent qualification.	Minimum of 2-3 years working experience in Supply Chain Management. Experience in the public sector will be an added advantage.
BID Administrator	National Diploma or Degree in Supply Chain Management, Procurement, Logistics or Public Administration or equivalent qualification.	Minimum of 2-3 years working experience in Supply Chain Management. Experience in the public sector will be an added advantage.

Senior Manager: Acquisitions	Bachelor's degree in Procurement or Supply Chain Management (NQF Level 7).	Minimum of 8 years experience.
Officer: Acquisition Management	Diploma in Procurement or Supply Chain Management (NQF Level 7).	Minimum of 3 years experience.
Administrator Acquisitions	Diploma in Administration or an equivalent qualification.	Minimum of 2 years experience.
Executive Manager: Financial Management & Accounting	Post Graduate qualification in Finance, Accounting or equivalent (NQF Level 8).	Minimum of 5 years in Accounting and Financial management.
Senior Manager: Planning and Budgeting	B.Com Accounting degree or equivalent qualification. A post graduate qualification in Finance or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous	Border Management Authority Act, 2020 SARS Income Tax Act Basic Conditions of Employment Act Employment Equity Act Skills Development Levy Act
Manager: Cost Accounting	B.Com Accounting degree or equivalent qualification. A post graduate qualification in Finance or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous	Minimum of 4-6 years experience in accounting, analysis and budget management.
Manager: Budgeting	B.Com Accounting degree or equivalent. Postgraduate qualification in Finance or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous.	Minimum of 5 years experience in accounting, analysis and budget management.
Cost Accountant	B.Com Accounting degree or equivalent. Post graduate qualification in Finance or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous	Minimum of 3 years experience in accounting, analysis and budget management. Completed Articles, financial prescripts experience (GAAP and GRAP) and knowledge of the Public Finance Management Act, 1999 (Act No. 1 of 1999).

Accountant: Budgeting	B.Com Accounting degree or equivalent. Post graduate qualification in Finance or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous	Minimum of 3 years experience in accounting, analysis and budget management. Completed Articles, financial prescripts experience (GAAP and GRAP) and knowledge of the Public Finance Management Act, 1999 (Act No. 1 of 1999).
Manager: Payroll	B-Degree in Finance, Accounting or Auditing (NQF Level 7).	Minimum of 5 years experience in Financial Environment.
Senior Manager: Finance and Treasury	B.Com Accounting degree or equivalent. A post graduate qualification in Finance or equivalent. CA(SA), CFA or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous	Minimum of 8 years experience in Treasury, Financial Risk and Banking.
Manager: Treasury and Reporting	B.Com Accounting degree or equivalent. A post graduate qualification in Finance or equivalent. CA(SA), CFA or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous	Minimum of 5 years experience in Treasury, Financial Risk and Banking in a listed environment.
Accountant: Accounts Payables/Receivables	B.Com Accounting degree or equivalent. A post graduate qualification in Finance or equivalent. CA(SA) or CIMA (Adv. Dip in MA or higher) will be advantageous. B.Com Honors or Completed Articles will be advantageous	Minimum of 3 years experience in accounting, analysis and budget management. Completed Articles, financial prescripts experience (GAAP and GRAP) and knowledge of the Public Finance Management Act, 1999 (Act No. 1 of 1999).
Support & Maintenance Management		
Executive Manager: Support & Maintenance Management	Bachelor's degree (NQF level 7) in any of the following: Information Technology, Computer Engineering, Computer Science.	Minimum of 5 years experience at senior managerial level; and Minimum 8 years experience in IT Management, IT Engineering, ICT Infrastructure.

Senior Manager: ICT Service Support	Advanced Diploma or B-Degree (NQF Level 7) in Computer Science, Information Technology or an equivalent qualification.	Minimum of 8-10 years relevant work experience in ICT; and minimum of 5 years managerial experience.
Manager: ICT Service Desk	Advanced Diploma or B-Degree in Computer Science, or related field.	Minimum of 4-6 years relevant work experience in ICT; and minimum of 3 years managerial experience.
Manager: ICT Technical Support	Advanced Diploma or B-Degree in Computer Science, or related field.	Minimum of 4-6 years relevant work experience in ICT; and minimum of 3 years managerial experience.
ICT Service Desk Agents	Grade 12 Certificate or NQF Level 4.	Minimum of 1-3 years experience in an IT service desk environment.
Engineer ICT Technical Support-Network	Bachelor's degree (NQF level 7) in any of the following: Information Technology, Computer Engineering, Computer Science or any related.	Minimum of 8 years experience in IT Management, IT Engineering, ICT Network and Security, Cyber Security.
Engineer: ICT Technical Support-Hardware	Bachelor's degree (NQF level 7) in any of the following: Electronic Engineering, Computer Engineering, Computer Science or any related.	Minimum of 6 years hardware development or ICT hardware support experience.
Engineer ICT Applications Support	Bachelor's degree (NQF level 7) in any of the following: Electronic Engineering, Computer Engineering, Computer Science or any related.	Minimum of 5 years experience in ICT Operations, IT Engineering, ICT Application.
Application & System Management		
Executive Manager: Application & System Management	Bachelor's degree (NQF level 7) in any of the following: Information Technology, Computer Engineering, Computer Science or any related.	Minimum of 5 years experience in IT Management, IT Engineering, ICT Application.
Senior Manager: ICT Infrastructure	Bachelor's degree in computer science, information technology, or a related field. Master's degree is an added advantage.	Minimum of 10 years experience in ICT infrastructure; and minimum of 3-5 years experience in managing Infrastructure.
Specialist Infrastructure	Bachelor's degree in Computer Science, Information Technology or equivalent qualification.	Minimum of 5 years working experience within IT Infrastructure.

Specialist: Network Security	Bachelor's degree (NQF level 7) in any of the following: Information Technology, Computer Engineering, Computer Science or any related.	Minimum of 5 years experience in IT Management, IT Engineering, ICT Network and Security, Cyber Security.
Telecommunications Engineer	Bachelor's degree in Electrical Engineering, Computer Science, Software Engineering, Systems engineering, or information systems.	Minimum of 4 to 6 years of experience.
Specialist: Applications Support	Degree (NQF level 7) in any of the following: Information Technology, Computer Engineering, Computer Science or any related.	Minimum 5 years experience in ICT Operations, IT Engineering, ICT Application.
Operational Database Administrator	Bachelor's degree in Computer Science, Information Technology or equivalent qualification.	Minimum of 4-6 years experience as a Database Administrator.
Specialist: System Demand	Bachelor's degree (NQF Level 7) in computer science, information technology, business administration, or a related field.	Minimum of 4 – 6 years experience in demand management or business analysis within an IT environment.
Specialist: System Integration	Bachelor's degree in Computer Science, Information Technology or equivalent qualification.	Minimum of 5 years experience in Integration processes.
Development Database Administrator	Bachelor's degree in Computer Science, Information Technology or equivalent.	Minimum of 4-6 years experience as a Database Administrator.
ICT Project Manager/Scrum Master	NQF Level 7 or equivalent qualification in the field of Project Management.	Minimum of 4 – 6 years experience in similar environment (of which 3 years at a supervisory level) in the field of Project Management within a complex IT environment and business environment.
Project Coordinator	Diploma in Project Management or Certified Associate in Project Management, or equivalent Project Management Qualification.	Minimum of 2-3 years experience as a Project Coordinator.
Other		
Training Coordinator	Diploma in Education, Training and Development, HR, or related.	Minimum of 2-3 years experience in training coordination/ administration.

Executive Manager: ICT Strategy & Governance	Bachelor's degree (NQF level 7) in any of the following: Information Technology, Computer Engineering, Computer Science or any related. relevant Postgraduate degree will serve as an advantage.	Minimum of 5 years experience in IT Management, IT Engineering, ICT Network and Security, Cyber Security.
Senior Manager: ICT Strategy & Architecture	Bachelor's degree (NQF Level 7) in computer science, information technology, or a related field.	Minimum of 8 - 10 years experience in strategic ICT role (of which 3 - 5 years must be at management or senior management level).
Senior Manager: Governance & Security	Bachelor's degree in Information Systems and Management or an equivalent qualification.	Minimum of 8 to 10 years experience.
Enterprise Architecture	Bachelor's degree in Computer Science, Information Technology, or equivalent qualification.	Minimum of 8 years work experience required as an Enterprise Architect.
Specialist: Business Intelligence & Analytics	Bachelor's degree in Computer Science, Information Technology Mathematics, Statistics, Engineering, Actuarial Science, Economics, Finance, Business Analytics or equivalent qualification.	Minimum of 5 years working experience within Data Analytics or Business Intelligence.
Business Analyst	Bachelor's degree in Computer Science, Information Technology, or equivalent qualification.	Minimum of 5 years experience as a business analyst
Specialist: Cyber Security	Bachelor's degree in Computer Science, Information Technology, or equivalent qualification.	Minimum of 3 - 5 years working experience within a Cyber/IT Security role.
Specialist: ICT Risk & Compliance	Bachelor's degree in Computer Science, Information Technology, or equivalent qualification.	Minimum of 8 years relevant work experience in ICT Governance Risk and Compliance
Business Support Assistant	National Diploma in Information Technology/Business Management/ Office Management and Technology, or equivalent qualification.	Minimum of 3 years experience in a similar role.

SCHEDULE C

CODE OF CONDUCT

1. Conduct in general

An officer must—

- (a) honour and abide by the Constitution in the execution of their duties;
- (b) be faithful to the Republic and put the public interest first in the execution of their duties;
- (c) abide by the legislation that applies to the border law enforcement;
- (d) loyally execute the policies of the government and the lawful instructions of their superiors; and
- (e) co-operate with relevant law enforcement, security and intelligence organs of state.

2. Relationship with public

An officer must—

- (a) promote the unity and well-being of the South African nation in performing their duties;
- (b) respect and protect the dignity of every person and their rights as contained in the Constitution;
- (c) serve the public in an unbiased and impartial manner;
- (d) act in such a manner as to instil and maintain public confidence in the Authority;
- (e) be polite, helpful and reasonably accessible in his or her dealings with the public;
- (f) take into account the circumstances and concerns of the public in performing their duties and in the making of decisions affecting them;
- (g) be committed through timely service to the development and upliftment of all South Africans; and
- (h) recognise the right of the public to access to information, excluding information that is specifically protected by law.

3. Ethical conduct

An officer—

- (a) may not receive, solicit or accept any gratification, as defined in section 1 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), from any official or any person in return for performing or not performing their duties;
- (b) may not engage in any transaction or action that is in conflict with or infringes on the execution of his or her duties;
- (c) may not conduct business with any organ of state or be a director of a public or private company conducting business with an organ of state;
- (d) may not use or disclose any official information for personal gain or the gain of others;
- (e) may not receive or accept any gift from any person in the course and scope of his or her employment,;
- (f) must recuse themselves from any official action or decision-making process which may result in improper personal gain and properly and immediately declare it to their superior;
- (g) must immediately report to the relevant authorities, fraud, corruption, nepotism, maladministration and any other act which constitutes a contravention of any law (including, but not limited to, a criminal offence) or which is prejudicial to the interest of the public, which comes to their attention during the course of his or her employment in the Authority;
- (h) must refrain from favouring relatives and friends in work-related activities and not abuse their authority or influence another official, nor be influenced to abuse their authority;
- (i) must deal fairly, professionally and equitably with all other officials or members of the public, irrespective of race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion, political persuasion, conscience, belief, culture or language; and
- (j) must refrain from party political activities in the workplace.

4. Performance of duties

An officer must—

- (a) strive to achieve the objectives of the Authority cost-effectively and in the interest of the public;
- (b) be creative in thought and in the execution of their duties, seek innovative ways to solve problems and enhance effectiveness and efficiency within the context of the law;
- (c) be punctual in the execution of their official duties;
- (d) execute their duties in a professional and competent manner;
- (e) co-operate fully with other officials to advance the interest of the public;
- (f) be honest and accountable in dealing with public funds and use the State's property and other resources effectively, efficiently, and only for authorised official purposes;
- (g) use the appropriate mechanisms to deal with any grievances or to direct representations;
- (h) be committed to the optimal development, motivation and utilisation of officials reporting to them and the promotion of sound labour and interpersonal relations;
- (i) avail themselves for training and development;
- (j) promote sound, efficient, effective, transparent and accountable administration;
- (k) give honest and impartial advice, based on all available relevant information, in the execution of his or her official duties;
- (l) honour the confidentiality of official matters, documents and discussions;
- (m) when on duty, dress and behave in a manner that is befitting of an official of the Authority;
- (n) immediately report to the Commissioner any non-compliance with the Act and any other legislation that the Authority is required to implement;
- (o) not consume alcoholic beverages or any other substance with an intoxicating effect while on duty or report for duty under such influence;

- (p) not misrepresent themselves or use the name or position of any other official or person to unduly or improperly influence any decision-making process or obtain any undue benefit; and
- (q) not release official information to the public without necessary approval.

5. Obedience

- 5.1 An officer must obey any order or instruction given to him or her by a superior or a person who is competent to do so: Provided that the officer may not obey a patently unlawful order or instruction.
- 5.2 Where it is reasonable in the circumstances, an officer may demand that an order or instruction referred to in paragraph 5.1 above be recorded in writing before obeying it.
- 5.3 An officer may, after having obeyed an order or instruction referred to in paragraph 5.1, demand that such an order or instruction be recorded in writing.

KITSISO YA PUSO

LEFAPHA LA MERERO YA SELEGAE

MOLAO WA BOTHATI JWA TAOLO YA MELELWANE WA 2020

TLHOMO YA MELAWANA YA BOTHATI JWA TAOLO YA MELELWANA YA 2023

Tona ya Merero ya Selegae o, go ya karolo ya 36 ya Molao wa Bothati jwa Taolo ya Melelwane (Molao wa No.ya 2 wa 2020) le morago ga go rerisana le Mokomišenara, o dirile Melawana mo Mametlelelong.

NGAKA L.A SCHREIBER, MP
TONA YA MERERO YA SELEGAE
LETLHA:01/05/2025

Ditlhaloso

1. Mo Melawaneng e, lefoko lengwe le lengwe kgotsa sekao se se neilweng bokao mo Molaong o se tla tshola bokao joo le, kwa ntle ga gore bokao bo supe ka tsela nngwe—

"Setheo sa Bosetšhaba se se Totang" se kaya setheo sa taolo ya kotsi ya melelwane le go tota se se tlhalositsweng mo karolong ya 11 (2) (f) ya Molao, mme "Setheo" se na le bokao jo bo tsamaelanang; le

"Molao" o kaya Molao wa Bothati jwa Taolo ya Melelwane wa 2020 (Molao wa No.ya 2 wa 2020).

Popego le tiro ya batlhokomedi ba melelwane

2. (1) **Popego ya batlhokomedi ba melelwane e tshwanetse go nna le tse di latelang—**

(a) batlhankedi ba ba tlhomamisitsweng—

- (i) Mokomišenara;
- (ii) Batlatsa Mokomišenara;
- (iii) Bathusa Mokomišenara;
- (iv) Batlatsa Bathusa Mokomišenara;
- (v) Balaodibagolwane;
- (vi) Balaodi;
- (vii) Batlatsa Balaodi;
- (viii) Bathusa Balaodi; le
- (ix) Batlhokomedibagolwane ba melelwane; le

(b) batlhankedi ba ba sa tlhomamisiwang—

- (i) batlhokomedibagolwane ba melelwane;
- (ii) batlhokomedi ba melelwane; le
- (iii) batlhokomedi ba ba botlana ba melelwane.

(2) Go ya ka dikaorlo 5, 15 tsa Kgaolo 6 ya Molao, motlhokomedi wa molelwane o tshwanetse go dira go ya ka ditaelo tse di tlhomameng, ditaelo, dikaelo, le dipholisi tse di amanang le ditiro tsa motlhokomedi wa molelwane, jaaka di tla neelwa ke Mokomišenara ka maikemisetso a karolwana ya (3).

(3) Motlhokomedi wa molelwane o tshwanetse go dira ka tsela e e tla dirang gore—

- (a) a sireletse le go paterola mafelo a tiragatso ya molao kwa meelwane le kwa bogorogelong ka nonofo;
- (b) a dire jaaka tshireletso ya ntlha go sireletsa Rephaboliki kgatlhanong le dikotsi tsa tikologo tsa boitekanelo, bophepa, boitekanelo jwa dimela, le dikotsi tsa pabalesego ya ditshedi tse di amanang le motsamao wa go ralala meelwane wa batho le dithoto;
- (c) thibela khudugelo e e seng ka fa moloang ya mo Rephaboliking le go tswa mo Rephaboliking;
- (d) thibela go gweba ka dritibatsi le batho;
- (e) go thibela go tliwa ka bokhukhuntswane ga dithoto le diphologolo tsa naga go ralala meelwane, go akaretsa le dikungo tsa teng;
- (f) go begela ditheo tse di maleba tsa tiragatso ya molao ka ga ditiro tse di belaelwang e le tsa borukhuthi;
- (g) lebelela le go laola gore batswantle ba obamela peomolao ya visa le ya bonno;
- (h) dira jaaka tsibogo ya ntlha ya tiragatso ya molao wa meelwane; le
- (i) fa go tlhokegang gone, dirisana mmogo le go gokaganya ditiro tsa bona tsa tiragatso ya molao kwa meelwaneng le tiragatso e e maleba ya molao, ditheo tsa puso tsa pabalesego le botlhodi.

Go dira kgwebo le Bothati kgotsa puso

3. Batlhankedi ga ba tshwanela go—

- (a) go dira kgwebo le Bothati kgotsa le puso ka tlhamalalo kgotsa e seng ka tlhamalalo, kgotsa

- (b) nna mokaedi wa setlamo sa puso kgotsa sa poraefete se se dirang kgwebo le Bothati kgotsa puso.

Kano ya Khomišene

4. (1) Kano ya Khomišene e e tthalositsweng mo karolong ya 14(2) ya Molao e tshwanetse go—

- (a) nna mo foroong e e tshwanang thata le Foromo 1 e e mo Mametlelelo A; le
- (b) nna bosupi jwa go thapiwa ga motlhankedi yo o tthomamisitsweng.
- (2) Kano ya Khomišene ya khomišene ya nakwana e e tthalositsweng mo karolo 14(3)(c) ya Molao e tshwanetse go—
- (a) nna mo foromong e e tshwanang thata le Foromo ya 2 e e mo Mametlelelo A; le
- (b) nna bosupi jwa go thapiwa nakwana ga motlhankedi yo o tthomamitsweng.
- (3) Paka ya tekelelo e e tthalositsweng mo karolong ya 14(3)(c) ya Molao ke dikgwedi di le thataro.

Go ikana le go tthomamisa boikanyegi jwa ka batlhankedi ba ba tthomamsitsweng

5. (1) Maikano kgotsa tthomamiso ya boikanyego e e tthalositsweng mo karolo 14(3)(a) ya Molao e tshwanetse go nna mo foromong e e tshwanang thata le Foromo ya 3 e e mo Mametlelelong ya A.

- (2) Maikano kgotsa tthomamiso ya boikanyegi e tshwanetse go dirwa fa pele ga Mokomišenara kgotsa motho mongwe le mongwe yo o dumeletsweng ke Mokomišenara ka maikemisetso ao.
- (3) Motlhankedi yo o ikanneng kgotsa yo o dirileng tthomamiso ya boikanyegi ka karolwana ya (1) o tswelera go tlamiwa ke maikano ao kgotsa tthomamiso eo morago ga go tlogela tiro kwa Bothating.

Katiso ya batlhankedi

6. (1) Mokomišenara o tshwanetse go tthagisa thulaganyo ya katiso le tthabololo ya batlhankedi, fela ga e a lekanyediwa go, katiso ya—

- (a) go nna kgaatlhanong le bobodu le boitshwaro jo bo siameng jo bo tlokegang go batlhankedi;
 - (b) dipeomolao tsotlhe tse di amanang le ditiro tsa Bothati tsa tiragatso ya molao kwa melelwaneng;
 - (c) Molaotlhommo wa Ditshwanelo o o kwadilweng mo Kgaolong ya 2 ya Molaotheo;
 - (d) Dintlha tse di bodipolomate le merero ya dinaga di sele e e amanang le dikamano tsa boditšhaba le dikgatlhego tsa Rephaboliki malebana le dinaga disele;
 - (e) Molao wa Tsamaiso ya Bosenyi wa 1977 (Molao wa No. ya 51 wa 1977), Molao wa Taolo ya Ditlhobolo wa 2000 (Molao wa No. ya 60 wa 2000) le peomolao nngwe le nngwe e e maleba;
 - (f) molao wa boditšhaba o o maleba wa puso;
 - (g) Dintlha tse di maleba tsa temothuo, tikologo, dintlha tsa boitekanelo, khudugo le mawatlle;
 - (h) Tiriso ya ditlhobolo tse dinnye e e tshwanetseng go akaretsa katiro mo—
 - (i) tirisong ya ditlhobolo;
 - (ii) go tshwara dibetsa, go akarediwa go tlhatlhamolola le go kopanya tlhobolo;
 - (iii) motsamao wa botsipa; le
 - (iv) go dira polokelo ya tlhobolo;
 - (i) melao ya sebotlhabani;
 - (j) tiriso ya katiso e e nepagetseng le mekgwatsamaiso ya tumedisio; le
 - (k) Boitekanelo le polokesego ya mo tirong mo lefelong la tiragatso ya molaong mo melelwaneng le mo bogorogelong.
- (2) Batlhankedi ba tshwanetse go fetsa lenaane la katiso ya mmele mme ba tshwanetse go falola teko e e tlokegang ya maemo a boitekanelo.

Katiso ya batlhankedi ba ba tlhomamisitsweng

7. (1) Katiso ya batlhankedi ba ba tlhomamisitsweng e tshwanetse go akaretsa, fela ga e a lekanyediwa go, katiso ya—

- (a) go nna kgatlhanong le bobodu le boitshwaro jo bo siameng jo bo tlhokegang go batlhankedi;
 - (b) dipeomolao tsotlhe tse di amanang le ditiro tsa Bothati tsa tiragatso ya molao kwa melelwaneng;
 - (c) Molaotlhommo wa Ditshwanelo o o kwadilweng mo Kgaolong ya 2 ya Molaotheo;
 - (d) Dintlha tse di bodipolomate le merero ya dinaga di sele e e amanang le dikamano tsa boditšhaba le dikgatlhego tsa Rephaboliki malebana le dinaga di sele;
 - (e) Molao wa Tsamaiso ya Bosenyi wa 1977 (Molao wa No. ya 51 wa 1977), Molao wa Taolo ya Ditlhobolo wa 2000 (Molao wa No. ya 60 wa 2000) le peomolao nngwe le nngwe e e maleba;
 - (f) Dintlha tse di maleba tsa temothuo, tikologo, dintlha tsa boitekanelo, khudugo le mawatle;
 - (g) melao ya botlhabani; le
 - (h) tiriso ya katiso e e nepagetseng le mekgwatsamaiso ya tumedisio.
- (2) Batlhankedi ba ba tlhomamisitsweng ba tshwanetse go fetsa lenaane la katiso ya mmele gape ba tshwanetse go falola teko e e tlhokegang ya maemo a boitekanelo.

Go naya batlhankedi ditlhobolo

8. (1) Mokomišenara a ka neelana ka ditlhobolo, dikolo, dikoloi, diyunifomo go batlhankedi go kgontsha batlhankedi go dira ditiro tsa bona, dithata le ditlamego ka nonofo.

(2) Motlhankedi o tshwanetse go—

- (a) tshola tlhobolo ya gagwe ya semmuso mo polokelong e e lotlelwang e e mo leboteng fa a se mo tirong;
- (b) dira ditlhatlhobo tsa tlhaloganyo ngwaga le ngwaga go tlhomamisa gore a o siametse go tswela go dira jaaka motlhankedi;
- (c) netefatsa gore fa a le mo tirong, gore tlhobolo ya gagwe ya semmuso e mo go ene ka dinako tsotlhe le gore ga e a tlogelwa fela kgotsa ga e a tlogelwa kwa koloing;le

- (d) go obamela Molao wa Taolo ya Ditlhobolo wa 2000, dipeomolao tse di maleba, ditaelo tsa ka fa gare, ditaelo, dikaelo, le dipholisi tsa Bothati.

Maemo a batlhankedi

9. Maemo a batlhankedi ka tatelano ya bogolo, ke

- (a) Mokomišenara;
- (b) Batlatsa Mokomišenara;
- (c) Bathusa Mokomišenara;
- (d) Batlatsa Bathusa Mokomišenara;
- (e) Balaodibagolwane;
- (f) Balaodi;
- (g) Batlatsa Balaodi
- (h) Bathusa Balaodi;
- (i) Batlhankedibagolo ba tiragatso ya molao wa melelwaneng;
- (j) Batlhankedibagolwane ba tiragatso ya molao wa melelwane;
- (k) *Batlhankedi ba tiragatso ya molao wa melelwane; le*
- (l) Batlhankedi ba ba botlana ba tiragatso ya molao wa melelwane.

Tlhophelo ya pabalesego ya batlhankedi

10. Tlhokego e e latelang ya tlhophelo ya pabalesego e ka dira go batlhankedi ba Bothati:

- (a) Sephiri se segolo;
- (b) sephiri; kgotsa
- (c) bophiri.

Borutegi le dikaelo tsa bokgoni tsa batlhankedi

11. Dikaelo tsa borutegi le bokgoni tsa batlhankedi di tlhalositswe mo Mametlelelo B mme di tshwanetse go akaretse kwadiso le lephata la porofesenale le le maleba, go go leng maleba gone.

Karataitshupo

12. (1) Karataitshupo e e tlhalositsweng mo karolong ya 13(6) ya Molao e tshwanetse go nna mo sebopegong se se tshwanang thata le Foromo ya 4 mo Mametlelelong ya A.

(2) Karataitshupo e e tlhalositsweng mo molawaneng wa (1) e tshwanetse go nna le tshedimosetso e e latelang—

- (a) Letshwao la Bothati;
- (b) setshwantsho sa motlhankedi;
- (c) leina, sefane le nomoroitshupo le nomoro ya tiro ya motlhankedi;
- (d) maemo a motlhankedi;
- (e) Letlha le karataitshupo e neetsweng ka lona;
- (f) tshaeno ya ga Mokomišenara; le
- (g) dithata tsa motlhankedi wa kagiso tse a ka di newang mo tlhomamisong ya motlhankedi wa kagiso, yo o kailweng mo karolong ya 334(1)(a) ya Molao wa Tsamaiso ya Bosenyi wa 1977 (Molao wa No.ya 51 wa 1977).

Tiro e e duelang ya kwa ntle ka batlhankedi

13. (1) Motlhankedi o thapilweng go ya ka karolo ya 13(1)(b) ya Molao ga a tshwanela go dira tiro e e duelang kwa ntle ga Bothati jwa ntle ga gore a dumelelwe go dira jalo ke Mokomišenara.

(2) Tumelelo ya go dira tiro e e duela kwa ntle ga Bothati e ka se neelwe fa—

- (a) tiro e e tla dirwang e tla dirwa ka nako ya diura tsa semmuso tsa tiro;
- (b) didirisiwa tsa semmuso kgotsa didirisiwa tsa Bothati di tla dirisediwa tiro eo; kgotsa
- (c) tiro e e tla dirwang e thulana le tiro ya Bothati kgotsa go na le kgonagalo ya gore e tla tlhola tshenyo ya leina la Bothati.

Molawana wa Maitsholo

14. (1) Molawana wa maitsholo o o dirang go batlhankedi o jaaka o tlhalositswe mo Mametlelelong ya C.

- (2) Batlhankedi botlhe ba tshwanetse go obamela molawana wa maitsholo o o kailweng mo molawananyaneng wa (1).

Dikotlhao tsa maitsholomabe

15. Go ikaegile ka gore maitsholomabe a masisi go le kae, rekhoto ya motlhankedi ya maloba le mabaka mangwe le mangwe a fokotsang kgotsa a a gakatsang, dikotlhao tsa maitshomabe di akaretsa—

- (a) kgalemo ka molomo;
- (b) kgalemo e e kwadilweng e e dirang dikgwedi di le thataro;
- (c) kgalemo e e kwadilweng ya bofelo e e dirang dikgwedi di le thataro;
- (d) Go sekegwa kwa ntle ga tuelo e e sa feteng dikgwedi di le tharo;
- (e) go fokodiwa mo maemo jaaka tsela nngwe e e ka dirisiwang mo boemong jwa go kobiwa, fa motlhankedi a dumalana le seo; kgotsa
- (f) go kobiwa mo tirong.

Melao le mekgwatsamaiso ya dikopano tsa dikomiti tsa kgakololo

16. (1) Komiti ya kgakololo e tshwanetse go—

- (a) thapa monnasetulo le motlatsa monnasetulo go tswa mo malokong a a thapilweng go ya ka karolo ya 26(2)(b) ya Molao kwa kopanong ya yona ya ntlha;
- (b) tlhomamisa dithulaganyo tsa yona tsa tiro;le
- (c) go tshegediwa ke bokwaledi, jo maloko a jone a tla tsewang mo badiring ba tshegetso.

(2) Ditshwetso tsa komiti ya kgakololo di tshwanetse go amogelwa ka tumalano ya bontsi fa leloko lengwe le lengwe la komiti ya kgakololo le nang le tlhopho e le nngwe.

(3) Fa go ka nna le ditlhopho tse di lekanang, Monnasetulo wa komiti eo ya kgakololo o tla nna le tlhopho e e tsayang tshwetso.

Dittheo tsa Bosetšhaba tse di Totang

17. (1) Setheo se se tlhalositsweng mo karolong ya 14(2)(f) ya Molao jaanong se tlhomilwe jaaka yuniti e e ka fa gare ga Bothati.

(2) Setheo se tla nna le—

- (a) tlhogo ya Setheo;
 - (b) palo eo ya batlhankedi ba Bothati jaaka e tla thapiwa ke Mokomišenara;
 - (c) dikemedi tse di nang le bokgoni, ka bonnye jwa maemo a kgololo ya pabalesego jaaka go tlhomamisitswe ke Mokomišenara, tsa maphata a a latelang a puso—
 - (i) Setheo sa Puso sa Pabalesego
 - (ii) Botlhodi jwa Bosenyi jwa SAPS;
 - (iii) Botlhodi jwa Tshireletso;
 - (iv) Yuniti ya Lekgetho ya Tirelo ya Lotseno ya Aforikaborwa; le
 - (v) Setheo sa Botlhodi jwa Matlotlo; le
 - (d) kemedi ya lephata lengwe le lengwe la puso jaaka Mokomišenara a ka tsaya gore go a tlhokega.
- (3) Mokomišenara o tshwanetse go thapa tlhogo ya Setheo.
- (4) Tlhogo ya Setheo e tshwanetse go—
- (a) nna moagi wa Aforikaborwa;
 - (b) nna le borutegi jo bo tshwanetseng go thapiwa jaaka tlhogo ya Setheo; le
 - (c) nna motlhankedi yo o tlhomamisitsweng.
- (5) Tlhogo ya Setheo ga ya tshwanela go dira tiro e e duelang e e kwa ntle ga ditiro tsa gagwe tsa semmuso ntle le gore a dire jalo jaaka go tlhalositswe mo molawana 11.
- (6) Maikemisetsomagolo a Setheo ke go supa, sekaseka le go dira dikatlanegiso go fokotsa dikotsi tse di amang mafelo a tiragatso ya molao kwa melelwaneng le kwa bogorogelong.
- (7) Setheo se tshwanetse go, gore se fitlhelele maikemisetso a sona,—
- (a) kgobokanya, kokoanya le go sekaseka tshedimosetso go supa dikotsi;
 - (b) tlhagisa botlhodi mo dikotsing tse di supilweng;
 - (c) sekaseka, ranola le go baya kwa pele dikotsi le go nna le seabe mo thulaganyong ya tlhabololo le tshekatshego;
 - (d) atlanegisa dikgato tsa go fokotsa, fedisa le go rarabolola dikotsi tse di supilweng; le

- (e) atlanegisa kitso e e maleba le bokgoni jo bo lekaneng jwa tshegetso, mekgwatsamaiso le dithulaganyo.
- (8) Mokomišenara o tshwanetse go tihomamisang—
 - (a) ditiro ka botlalo, mokgwa wa go dira le sebopego sa mokgatlho; le
 - (b) Bokgoni le ditlhokego tsa thulaganyo,
 tsa Setheo.
- (9) Mokomišenara o tshwanetse go netefatsa gore Setheo se babalesegile go lekane le kgona go dira ka nonofo le bokgoni.
- (10) Tlhogo ya Setheo e tshwanetse go tlamela dipegelo go—
 - (a) Mokomišenara le Motlatsa Mokomišenara yo o maleba, jaaka le fa go tlhokega;
 - (b) Komiti ya Tiro ya Melelwane, bobotlana ka kotara; le
 - (c) Komiti ya Gareng ga Ditona ya Therisano, bobotlana ka kotara.
- (11) Setheo, se tshwanetse go, fa se dira ditiro tsa sona, gokagana le maphata a a maleba a puso kgotsa ditheo dingwe le dingwe tsa dipuso disele kgotsa mekgatlho ya boditšhaba.

Sekaseka kgotsa go dira boikuelo kgatllhanong le ditshwetso

18. (1) Tshwetso nngwe le nngwe e e tlhalositsweng mo karolong ya 29(1) ya Molao e tshwanetse go bolelelwa motho yoo ka foromo e e tshwanang thata le Foromo ya 5 e e mo Mametlelelong ya A.

(2) Motho yo o kgopisitsweng ke tshwetso e e kailweng mo molawananyaneng wa (1) a ka,—

- (a) mo malatsing a 10 a tiro morago ga go amogela tshwetso eo, le
 - (b) mo foromong e e tshwanang thata le Foromo ya 6 mo Mametlelelong ya A
- dira kopo go Mokomišenara gore a sekaseke kgotsa a dire boikuelo kgatllhanong le tshwetso eo.

(3) Mokomišenara o tshwanetse go—

- (a) mo malatsing a 10 a go amogela kopo e e tlhalositsweng mo molawananyaneng wa (2);le

- (b) mo foromong e e tshwanang thata le Foromong ya 7 mo Mametlelelong y A, itsise tshwetso ya gagwe go motho yo o kgopisitsweng.
- (4) Motho yo o kgopisitsweng ke tshwetso ya ga Mokomišenara jaaka go tlhalositswe mo karolwana (3) a ka—
- (a) mo malatsing a 10 a go amogela tshwetso eo; le
- (b) mo foromong e e tshwanang thata le Foromo ya 8 e e mo Mametlelelo A, dira kopo ya tshekatsheko kgotsa dira boikuelo kgatlhanong le tshwetso eo jaaka go tlhalositswe mo karolong ya 29(4) ya Molao.
- (5) Tona o tshwanetse go, mo malatsing a 14 a go amogela kopo e e tlhalositsweng mo molawananyaneng wa (4) le mo foromong e e tshwanang that le Foromo ya 9 e e bontshitsweng mo Mametlelelo A, itsise tshwetso motho yo o kgopisitsweng tshwetso ya gagwe.
- (6) Mokomišenara o tshwanetse go tlhama le go tshola rejisetara ya ditshwetso mo Diforomo tse di tlhalositsweng mo molawaneng o di tla kwadiwang gone.

Dingongorego le dikgopiso tse di amang tiro ya Bothati

19. (1) Mokomišenara o tshwanetse go tshola rejisetara ya dingongorego le dikgopiso tse di amogetsweng tse di amang tiro ya Bothati lobaka lwa dingwaga di le tlhano.

- (2) Ngongorego kgotsa kgopiso e e amang tiro e tshwanetse go neelwa Mokomišenara ka foromo e e tshwanang thata le Foromo ya 11 mo Mametlelelong ya A.
- (3) Mokomišenara o tshwanetse go, morago ga go amogela ngongorego kgotsa kgopiso, netefatsa kamogelo le go batlisisa ngongorego kgotsa kgopiso mo malatsing a 30 kgotsa lobaka loo lo lo amogelesegileng, lobaka loo ga le tshwanela go feta malatsi a 60 go tloga ka letlha la kamogelo ya ngongorego kgotsa kgopiso.
- (4) Fa dipatlisiso di weditse, Mokomišenara o tshwanetse go, ka go kwala, itsise mongongoregi ka dipholo tsa patlisiso le dikgato dingwe le dingwe tse di tseilweng go baakanya kgopiso kgotsa ngongorego.

(5) Mokomišenara a ka, fa go leng maleba gone, le bisa ngongorego kgotsa kgopiso kwa setheong se se maleba sa tiragatso ya molao.

Mafelo a go tsena kgotsa go tswa

20. (1) Go tlhophiwa ga lefelo lengwe le lengwe jaaka la go tsena kgotsa la go tswa go ya ka karolo 30 ya Molao kgotsa go ya ka molao mongwe le mongwe go tshwanetse ga dirwa ke Tona ka go kwala.

(2) Go tlhophiwa ga lefelo lengwe le lengwe jaaka la go tsena kgotsa la go tswa kgotsa go tlogelwa gongwe go phimolwa gope fela ga lone go tshwanetse ga phasaladiwa mo Kaseteng.

Setlhogo se sekhutshwane le tshimologo

21. Melawana e e bidiwa Melawana ya Bothati jwa Taolo ya Melelwane ya 2024 mme e simolola go dira ka letlha la phasalatso ya ona.

MAMETLELELO YA A**DIFOROMO**

No.	Tlhaloso	
1	Foromo 1	Kano ya Khomišene
2	Foromo ya 2	Kano ya Nakwana ya Komišene
3	Foromo 3	Tlhomamiso ya Kano ya boikanyegi
4	Foromo 4	Karataitshupo
5	Foromo 5	Tshwetso ya ga Motlhankedi e e amang ditshwanelo tsa motho ka tsela e e sa siamang
6	Foromo 6	Go dira kopo kwa go Mokomišenara go sekaseka kgotsa go dira boikuelo kgatlhanong le tshwetso ya ga motlhankedi
7	Foromo 7	Tshwetso ya ga Mokomišenara ya tshekatsheko kgotsa ya boikuelo
8	Foromo 8	Go dira kopo go Tona go sekaseka kgotsa go dira boikuelo kgatlhanong le tshwetso
9	Foromo ya 9	tshwetso ya ga Tona ya Tshekatsheko kgotsa ya boikuelo
10	Foromo 10	Dingongorego kgotsa dikgopiso kgatlhanong le Bothati

FOROMO YA 1

KANO YA KHOMISĖNE

Go: [tsenya leina le maemo a ga motlhankedi]

Fa o neilwe maemo a a tlhomamisitsweng mo Bothating jwa Taolo ya Melelwane_____.

Ke go tlhomamisa fano go direla Rephaboliki ya Aforikaborwa jaaka motlhankedi, ka boikanyego, bopelokgale, seriti le tlotlo, mo go direng ditiro tsa gago le maikarabelo ka tlhoafalo, bothakga le go baya sekao se se siameng go bao ba mo taolong ya gago.

Neetswe ka tshaeno ya me le sekano sa Rephaboliki ya Aforikaborwa ka _____ letsatsi la _____.

Tona ya Merero ya Selegae

FOROMO YA 2

KANO YA NAKWANA YA TLHOMAMISO

Go: [tsenya leina le maemo a ga motlhankedi]

Nna, _____, go ya ka karolo ya 14(1) ya Molao wa Bothati jwa Taolo ya Melelwane wa 2020 (Molao wa No.ya 2 wa 2020), go neela tlhomamiso ya nakwana mo Bothating jwa Taolo ya Melelwane ka nako ya paka ya gago ya teko, go tloga ka _____ go fitlha ka _____, go direla Rephaboliki ya Aforikaborwa ka boikanyego, bopelokgale, seriti le tlotlo, mo go direng ditiro tsa gago le maikarabelo ka tlhoafalo, bothakga le go baya sekao se se siameng go bao ba ba mo taolong ya gago.

Neetswe ka tshaeno ya me le sekano sa Rephaboliki ya Aforikaborwa ka _____ letsatsi la _____.

Tona ya Merero ya Selegae

FOROMO YA 3

MAIKANO KGOTSA TLHOMAMISO YA BOIKANYEGI

[Molawana wa 5(1)]

Ke, [tsenya leina le maemo a ga motlhankedi], ikana/tlhomamisa ka tlhoafalo* gore ke—

- (a) tla okobela le, obamela, tshegetsa, le go tshola Molaotheo le molao o mongwe wa Rephaboliki;
- (b) tla dira ditiro tsa me jaaka motlhankedi yo o tlhomamisitsweng wa Bothati jwa Taolo ya Melelwane ka bothakga le ka bokgoni jwa me jotlhe; le
- (c) itlama gore ke tla obamela ditlamelo tsa Molao wa Bothati jwa Taolo ya Melelwane wa 2020 (Molao wa No. ya 2 wa 2020), melawana e e dirilweng e fa le peomolao e e kailweng mo Kitsisong ya 89 ya 6 Lwetse 2022 le go obamela ditaelo dingwe le dingwe tse di neetsweng go latela Molao le melawana e e boletsweng.

Tshaeno ya moikani

Ke ikana gore paki/moikani o amogetse gore o* itse le go tlhaloganya diteng tsa maikano a a kantoro a go ikanilweng/tlhomamisitsweng* fa pele ga me ka _____letsatsi la _____20____ le go saeniwa le teng.

Letlha: _____

Lefelo: _____

Tshaeno ya Mokomišenara

**Tlosa e e sa direng.*



FOROMO YA 4

KARATAITSHUPO

[MOLAWANA WA 10(1)]

1. Karataitshupo e neelwa go ya ka karolo 13(6) e e buisiwang le karolo ya 15(2) ya Molao wa Bothati jwa Taolo ya Melelwane wa 2020 (Molao wa No. ya 2 wa 2020).
2. [leina le sefane]
3. [setshwantsho]
4. [nomoroitshupo]
5. [nomoro ya tiro]
6. [maemo]
7. Dithata tse a di newang mo tthomamisong ya gagwe jaaka motlhankedi wa kagiso, tse di kailweng mo karolong ya 334(1)(a) ya Molao wa Tsamaiso ya Bosenyi wa 1977 (Molao wa No. ya 51 wa 1977).
8. [letlha la go neelwa karataitshupo]

[tshaeno]

Mokomišenara

18

FOROMO YA 5

TSHWETSO YA MOTLHANKEDI E E AMANG DITSHWANELO TSA MOTHO KA TSELA E E SA SIAMANG

[Molawana wa 17(1)]

1. Leina le dintlha tsa kgolagano tsa motho yo o amegileng:
2. Tlhaloso ya tshwetso:
3. Tlamelo ya tumelelo:¹
4. Mabaka a tshwetso:
5. Letlha le lefelo la tshwetso:
6. Leina le maemo a motlhankedi:

Tshaeno ya motlhankedi

Ela tlhoko gore o ka dira kopo go Mokomišenara go sekaseka kgotsa go dira boikuelo kgatllhanong le tshwetso e ka go tlatsa Foromo 6 le go e romela go Mokomišenara mo malatsing a le 10 a kamogelo ya tshwetso e kwa di atereseng tse di mo Foromong eo.

¹ Se se akaretsa tlamelo e e maleba ya Molao le nngwe le nngwe ya ditlamelo tse di mo peomolaong tse di kailweng mo Kitsisong ya 89 ya 6 Lwetse 2022.

FOROMO YA 6

GO DIRA KOPO GO MOKOMIŠENARA GO SEKASEKA KGOTSA GO DIRA BOIKUELO JWA TSHWETSO YA GA MOTLHANKEDI

[MELAWANA WA 17(2)(B)]

1. Leina le sefane tsa moikuedi:
2. Dintlha tsa kgolagano tsa moikuedi:
3. Mabaka a go sekaseka kgotsa go dira boikuelo
4. Namolo e e batliwang:
5. Letlha la go dira kopo:

Tshaeno ya moikuedi

Kopo e e tshwanetse go—

- (a) romelwa go Mokomišenara mo malatsing a 10 a kamogelo ya tshwetso gore e sekasekwe kgotsa go dirwe boikuelo;
- (b) patiwe ke Foromo 5 e e tsamaelanang le yona'
- (c) romelwa go Mokomišenara ka—
 - (i) go e imeila mo: [atereseng e e abilweng ya imeile]; kgotsa
 - (ii) poso e e kwadisitsweng mo: [aterese ya poso e e abilweng].

FOROMO YA 7

TSHWETSO YA GA MOKOMIŠENARA YA TSHEKATSHEKO KGOTSA BOIKUELO

[MOLAWANA WA 17(3)(b)]

1. Leina le sefane tsa moikuedi:
2. Dintlha tsa kgolagano tsa moikuedi:
3. Tlhaloso ya tshwetso ya tshekatsheko kgotsa boikuelo:
4. Mabaka a tshwetso:
5. Letlha la tshwetso:

Tshaeno ya Mokomišenara

Ela tlhoko gore o ka dira kopo go Tona go sekaseka kgotsa go dira boikuelo kgatlhanong le tshwetso e ka go tlatsa Foromo 8 e e tshwaragantsweng, le Foromo 6 le 7 tse di tsamaelang tse di tshwaragantsweng, le go romela Diforomo tsotlhe tse di boletsweng go Tona mo malatsing a 10 a go amogela tshwetso e kwa atereseng e e mo Foromo ya 8.

FOROMO YA 8

GO DIRA KOPO GO TONA KGOTSA GO SEKASEKA KGOTSA GO DIRA BOIKUELO JWA TSHEKATSHEKO YA GA MOKOMIŠENARA KGOTSA DIRA BOIKUELO JWA TSHWETSO [MOLAWANA WA 17(4)(B)]

1. Leina le Sefane tsa moikuedi:
2. Dintlha tsa kgolagano tsa moikuedi:
3. Mabaka a go sekaseka kgotsa go dira boikuelo:
4. Namolo e e batliwang:
5. Letlha la go dira kopo:

Tshaeno ya moikuedi

Kopo e e tshwanetse go—

- (a) romelwa go Tona mo malatsing a 10 a kamogelo ya tshwetso gore e sekasekwe kgotsa go dirwe boikuelo;
- (b) patiwe ke diforomo 6 le 7 tse di tsamaelanang le yona;
- (c) romelwa go Tona ka—:
 - (i) go e imeila mo: [atereseng e e abilweng ya imeile]; kgotsa
 - (ii) poso e e kwadisitsweng mo: [aterese ya poso e e abilweng].

FOROMO YA 9

TSHWETSO YA GA TONA YA TSHEKATSHEKO KGOTSA BOIKUELO

[MOLAWANA WA 17(5)(B)]

1. Leina le sefane tsa moikuedi:
2. Dintlha tsa kgolagano tsa moikuedi:
3. Tlhaloso ya tshwetso ya tshekatsheko kgotsa boikuelo:
4. Mabaka a tshwetso:
5. Letlha la tshwetso:

Tshaeno ya ga Tona

FOROMO YA 10

DINGONGOREGO KGOTSA DIKGOPISO TSE DI AMANG TIRO YA BOTHATI

[MOLAWANA WA 18(2)]

1. Leina le sefane tsa mongongoregi:
2. Dintlha tsa kgolagano tsa mongongoregi:
3. Dintlha tsa ngongorego kgotsa kgopiso:
4. Paakanyo e e tshikintsweng:
5. Letlha la ngongorego kgotsa kgopiso:

Ngongorego kgotsa kgopiso e tshwanetse go romelwa go Mokomišenara ka—

- (a) go imeila foromo e e e tladitsweng kwa: [atereseng e e abilweng ya imeile]
- (b) go posa foromo e e e tladitsweng ka poso e e kwadisitsweng kwa: [atereseng e e abilweng ya poso].

MAMETLELELO WA B**DITLHOKEGO TSA BORUTEGI LE BOKGONI TSA BATLHANKEDI**

Maemo	Ditlhokego tsa Thuto	Maitemogelo a Tiro
Mokomišenara	Borutegi jwa Master's jwa Commerce, Law kgotsa Business Administration kgotsa borutegi jo bo tshwanang le tsona le jo bo maleba	Palotlase ya maitemogelo a dingwaga di le 10 a botsamaisi jo bogolwane mo maemong a khuduthamaga.
Batlatsa Mokomišenara, Motlhankedimogolo, Batsamaisi ba Khuduthamaga, Motsamaisi le batlhakankedi ba VIP		
Motlatsa Mokomišenara: Ditiro	Borutegi jwa morago ga kalogo jwa Law, Business Administration (Management), Public Management (Administration) kgotsa borutegi jo bo tshwanang le jo bo maleba ka maemo a NQF 8 jaaka a amogetswe ke SAQA.	Palotlase ya dingwaga di le 10 tsa maitemogelo a tiro ya tsamaiso e kgolwane mo maemong a a tshwanang.
Motlatsa Mokomišenara: Ditirelo tsa Tshwaraganelo	Borutegi jwa morago ga kalogo jwa Law, Business Administration (Management), Public Management (Administration) kgotsa borutegi jo bo tshwanang le jo bo maleba ka maemo a NQF 8 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 10 tsa maitemogelo a tiro ya tsamaiso e kgolwane mo maemong a a tshwanang.
Motlhankedimogolo: Twantsho ya Bobodu	Dikerii ya Bachelor's (NQF 7) ya Law, Criminology kgotsa borutegi jo bo tshwanang kgotsa jo bo amanang le tsone. Dikerii ya Honours (NQF 8) e tla nna tshiamelo	Palotlase ya dingwaga di le 10 tsa maitemogelo mo maemong a botsamaisi jo bogolwane jwa tiro ya Twantsho ya Bobodu.
Motsamaisi wa Khuduthamaga: Twantsho ya Bobodu	Dikerii ya Bachelor's (NQF 7) ya Law, Criminology kgotsa borutegi jo bo tshwanang kgotsa jo bo amanang le tsone. Dikerii ya Honours (NQF 8) e tla nna tshiamelo	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisi jo bogolwane mo tirong ya Twantsho ya Bobodu.
Motsamaisi wa Khuduthamaga: Kantoro ya ga Mokomišenara	Dikerii ya Bachelor ya borutegi bongwe le bongwe ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogole mo maemong a botsamaisi mo kantorong ya tsamaiso..
Motsamaisi wa Khuduthamaga:	Honours mo Social Sciences kgotsa Molao kgotsa borutegi jo bo tshwanang jo bo mo maemong a	Palotlase ya dingwaga di le 5 tsa maitemogelo mo tirong ya tiragatso ya molao wa melelwane kgotsa

Tsibogo e e Kgethegileng	NQF 8 jaaka bo amogetswe ke SAQA	Tsibogo ya botsipa kgotsa tiro e e amang le tsona.
Motsamaisi: Ditirelo tsa Tshireletso ya VIP	Dikerii ya Security Management kgotsa dikerii e tshwanang le yona.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a tiro ya Pabalesego kgotsa tiro e e amanang le yona.
Motsamaisi wa Diporojeke tse di Kgethegileng	Boruteji jwa pele ga kalogo jwa Project management, Management Science kgotsa boruteji jo bo tshwanang le jone ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo mo maemong a botsamaisi; Palotlase ya dingwaga di le 5 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Batlhankedi ba Ditirelo tsa Tshireletso ya VIP	Setifikeiti sa Setlhopho sa 12 sa maemo a NQF 4	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Pabalesego
Batseneledi		
Motlhankedimogolo: Ditiro le Tiragatso ya Molao	Boruteji jwa pele ga kalogo jwa Social Science, Law kgotsa thuto e e tshwanang kgotsa e e amanang le yona ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 10 tsa maitemogelo a tiragatso ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motsamaisimogolo: Molaodi wa Kgaolo	Boruteji jwa pele ga kalogo jwa Social Sciences, Molao kgotsa boruteji jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 le boruteji jo bo kwa godimo e tla nna tshiamelo ya tlaleletso. Go fetsa Setifikeiti sa Pele ga go thapiwa sa Ditirelo tsa Botsamaisibogolwane morago ga go thapiwa.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 8 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motsamaisi: Tsamaiso ya Kgaolo ya Kotsi & go Tota	Boruteji jwa pele ga kalogo ya Social Sciences Business Administration kgotsa Risk Management mo maemong a NQF 7 jaaka bo amogetswe ke SAQA	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi; le Palotlase ya dingwaga di le 5 tsa maitemogelo mo tirong ya Taolo ya Kotsi kgotsa tiro e e tshwanang le yona.

Molaodi wa Boemakepe	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 le borutegi jo bo kwa godimo e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi, le palotlase ya dingwaga di le 5 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motseneledi wa RTC: Tshekatsheko ya Tshedimisetso le Kotsi	Borutegi jwa pele ga kalogo (NQF 7) jaaka bo amogetswe ke SAQA jwa Data Analytics kgotsa Risk Management	Palotlase ya dingwaga di le 5 tsa maitemogelo a Risk Management kgotsa tiro ya Botlhodi.
Motseneledimogolwane wa RTC: Tshekatsheko ya Tshedimisetso le Kotsi	Borutegi jwa pele ga kalogo (NQF 7) jaaka bo amogetswe ke SAQA jwa Data Analytics kgotsa Risk Management	Palotlase ya dingwaga di le 4 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Mosekaseki wa RTC: Tshekatsheko ya Tshedimisetso le Kotsi	Borutegi jwa pele ga kalogo (NQF 7) jaaka bo amogetswe ke SAQA jwa Data Analytics kgotsa Risk Management	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Motsamaisi: Kgokaganyo ya Taolo ya Melelwane	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi; le Palotlase ya dingwaga di le 5 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motseneledi wa Khudugelo	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a tiro ya Khudugelo kgotsa tiro e e amanang le yona.
Motseneledi wa Temothuo	Borutegi jwa Agricultural Management, Natural Sciences kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo Temothuong kgotsa tiro e e amanang le yona.
Motseneledi wa Tikologo	Borutegi jwa pele ga kalogo jwa Environmental Sciences kgotsa borutegi jo bo tshwanang le jone jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA	Palotlase ya dingwaga di le 5 tsa maitemogelo mo lephateng le le maleba. Setifikeiti/katiso/maitemogelo a Taolo ya Tikologo e tla nna tshiamelo ya tlaleletso..

Motseneledi wa Boitekanelo	Borutegi jwa pele ga kalogo jwa Social Science, Environmental Health kgotsa borutegi jo bo tshwanang le jone jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 e tla nna tshiamelo ya tlaletso.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tiro ya Boitekanelo jwa Tikologo le tiro e e amanang le yona.
Motseneledi wa Tiragatso ya Molao wa Melelwane	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tiragatso ya molao wa melelwane kgotsa tiro e e amanang le yona.
Ngaka ya Diphologolo ya Puso	Borutegi jwa Dikerii ya BCSsc kgotsa borutegi jo bo tshwanang jo bo amogetsweng ke Bothati jwa Aforikaborwa jwa Borutegi le Lekgotla la Aforikaborwa la Bongaka jwa Diphologolo	Palotlase ya dingwaga di le 5 tsa maitemogelo mo lephateng le le maleba.
Motlhankedi wa Bongaka jwa Diphologolo	Dipoloma ya Bosetšhaba ya Environmental Health, Veterinary Public Health kgotsa borutegi jo bongwe jo bo maleba jwa maemo a NQF 6 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 4 tsa maitemogelo.
Dingaka tsa Kalafi	Dikerii ya Bachelor ya Medicine le Surgery.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tlhokomelo ya boitekanelo
Motsamaisi: Tshegetso ya Tshwaraganelo	Borutegi jwa pele ga kalogo jwa Social Sciences Business Administration kgotsa Human Resources Management jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi, le Palotlase ya Dingwaga di le 5 tsa maitemogelo mo lephateng la Tshegetso ya Tshwaragelo.
Motlhankedi wa ICT	Dipoloma (NQF 6) ya Information Technology/Computer Engineering Science kgotsa borutegi jo bo amanang le tsona. Tshiamelo ya Setifikeiti sa IT Service management.	Palotlase ya dingwaga di le 4 tsa maitemogelo a Tshegetso ya Information Technology.

Mmalatlotlo	Dikerii ya B.Com kgotsa borutegi jwa morago ga kalogo jwa Finance kgotsa jo bo tshwanang. CA(SA) kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B.Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo.	Palotlase ya dingwaga di le 3 tsa maitemogelo a palotlotlo, tshekatsheko le tsamaiso ya tekanyetsokabo. Diathikele tse di Feditsweng, maitemogelo a melao ya matlotlo (GAAP le GRAP) le Malalo wa Taolo ya Matlotlo a Puso, 1999 (Molao No.1 wa 1999).
Taolo ya Dithoto le Dijanaga	Setlhophsa sa 12 (Marematlou). Borutegi jwa pele ga kalogo e tla nna tshiamelo.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo.
Molekane wa HR wa Kgwebo	Dipoloma ya Bosetšhaba (NQF) ya Human Resources kgotsa e e tshwanang.	Palotlase ya dingwaga di le 3 tsa maitemogelo mo lenaneo la dituelo, IR le Tsamaiso ya HR.
Motlhankedi wa tsamaiso ya Didirisiwa	Dipoloma kgotsa Setifikeiti sa maemo a a kwa Godimo sa Setifikeiti sa Boitekanelo le Polokesego ya mo Tirong/Tsamaiso ya Didirisiwa	Palotlase ya dingwaga di le 3-4 tsa maitemogelo mo tirong e e maleba.
Motlhankedi wa Ditlhaeletsano & Tsamiso ya Baamegi	Dikerii ya Bachelor ya Communications, bobegadikgang kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 3 tsa maitemogelo a pele a ditlhaeletsano.
Bathusi ba Tsamaiso ya Didirisiwa	Marematlou kgotsa Maemo a NQF 4.	Ga go tlhokege maitemogelo.
Motseneledi wa RTC: Ditiro tsa Lephata la Tshedimosetso	Borutegi jwa pele ga Kalogo (Maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Data Analytics kgotsa Risk Management.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Ditlhaeletsano le Dikamano tsa Boditšhaba
Motseneledimogolwane wa RTC: Ditiro tsa Lephata la Tshedimosetso	Borutegi jwa pele ga Kalogo (Maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Data Analytics kgotsa Risk Management.	Palotlase ya dingwaga di le 4 tsa maitemogelo mo lephateng la Taolo ya Kotsi kgotsa Botlhodi
Mosekaseki wa RTC: Ditiro tsa Lephata la Tshedimosetso	Borutegi jwa pele ga kalogo (NQF 7) jaaka bo amogetswe ke SAQA jwa Data Analytics kgotsa Risk Management	Palotlase ya dingwaga di le 2-3 tsa maitemogelo mo lephateng la Taolo ya Kotsi kgotsa Botlhodi
Tiragatso ya Molao wa Melelwane		

Motsamaisi: Ditirelo tse di Kgethegileng	Dikerii ya Bachelor's ya Business Administration, Engeneering, Sciences kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo Lephatheng la Ditirelo tse di Kgethegileng.
Motsamaisi wa Tiragatso ya Molao wa Melelwane	Borutegi jwa pele ga kalogo jwa Social Science, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi; le palotlase ya dingwaga di le 5 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motlhankedimogolo wa Tiragatso ya Molao wa Melelwane	Borutegi jwa pele ga kalogo jwa lephata le le amanang le Pabalesego ka maemo a NQF 6 jaaka go amogetswe ke SAQA.	Palotlase ya dingwaga di le 4 tsa maitemogelo mo bolaoding mo lephateng le le amanang le Pabalesego mo tiragatsong ya molao wa pabalesego ya setšhaba. Maitemogelo a a tseneletseng mo go laoleng, thulaganyo le go dira ditiro tsa pabalesego.
Motlhankedimogolwane wa Tiragatso ya Molao wa Melelwane	Borutegi jwa pele ga kalogo jwa lephata le le amanang le Pabalesego ka maemo a NQF 6 jaaka go amogetswe ke SAQA.	Palotlase ya dingwaga di le 3 tsa maitemogelo mo go laoleng, thulaganyo le go dira ditiro tsa pabalesego ya puso.
Motlhankedi wa Tiragatso ya Molao wa Melelwane	Setifikeiti sa Setlhopho sa 12 sa maemo a NQF 4 le katiso ya lephata la pabalesego ya setšhaba.	Palotlase ya dingwaga di le 2 tsa maitemogelo mo taolong, thulaganyo mo lephateng la pabalesego ya setšhaba.
Motlhankedi yo mmotlana wa Tiragatso ya Molao wa Melelwane	Setifikeiti sa Setlhopho sa 12 sa maemo a NQF 4 le katiso ya lephata la pabalesego ya setšhaba.	Palotlase ya ngwaga e le 1 ya maitemogelo mo taolong, thulaganyo le tiragatso mo lephateng la pabalesego ya setšhaba.
Khudugelo		
Mothusa Motsamaisi: Khudugelo	Borutegi jwa pele ga kalogo jwa Social Science kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi; le Palotlase ya dingwaga di le 5 tsa maitemogelo a tsamaiso ya khudugelo kgotsa lephata le le tshwanang.

Khudugelokgolo: Motlhankedi	Setifikeiti sa Setlhopha sa 12, maemo a NQF 4, kgotsa go fetsa Borutegi jwa DHA: Ditirelo tsa Merero ya Selegae (Maemo a NQF 5) tsotlhe di amogetswe ke SAQA. Maemo a a maleba a NQF 6 jaaka a amogetswe ke SAQA a tla dira jaaka tshiamelo ya tlaleletso. Go fetsa lenaane la Kadete kgotsa borutwatiro mo Lefapheng la Merero ya Selegae mme go thapiwa gajaana ke DHA e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 4-5 tsa maitemogelo a a maleba.
Khudugelokgolwane: Motlhankedi	Setifikeiti sa Setlhopha sa 12, maemo a NQF 4, kgotsa go fetsa Borutegi jwa DHA: Ditirelo tsa Merero ya Selegae (Maemo a NQF 5) tsotlhe di amogetswe ke SAQA. Maemo a a maleba a NQF 6 jaaka a amogetswe ke SAQA a tla dira jaaka tshiamelo ya tlaleletso. Go fetsa lenaane la Kadete kgotsa borutwatiro mo Lefapheng la Merero ya Selegae mme go thapiwa gajaana ke DHA e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 3 tsa maitemogelo a a maleba.
Khudugelo: Motlhankedi	Setifikeiti sa Setlhopha sa 12, kgotsa go fetsa borutegi jwa DHA: Ditirelo tsa Merero ya Selegae (maemo a NQF 5) tsotlhe di amogetswe ke SAQA. Maemo a a maleba a NQF 6 jaaka a amogetswe ke SAQA a tla dira jaaka tshiamelo ya tlaleletso. Go fetsa lenaane la Kadete kgotsa borutwatiro mo Lefapheng la Merero ya Selegae mme go thapiwa gajaana ke DHA e tla nna tshiamelo ya tlaleletso	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a a maleba.

Mothusa Khudugelo: Motlhankedi	Setifikeiti sa Setlhophsa sa 12, kgotsa go fetsa borutegi jwa DHA: Ditirelo tsa Merero ya Selegae (maemo a NQF 5) tsotlhe di amogetswe ke SAQA. Maemo a a maleba a NQF 6 jaaka a amogetswe ke SAQA a tla dira jaaka tshiamelo ya tlaleletso. Go fetsa lenaane la Kadete kgotsa borutwatiro mo Lefapheng la Merero ya Selegae mme go thapiwa gajaana ke DHA e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di 1-2 tsa maitemogelo a a maleba.
Mefutafuta ya Ditshedi		
Tlhogo: Pabalesego ya Ditshedi/Mefutafuta ya Ditshedi	Dikerii ya dingwaga di le nne (NQF 8) ya Natural kgotsa Environmental Sciences kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi; le Palotlase ya dingwaga di le 5 tsa maitemogelo a Taolo ya Tikologo kgotsa lephata le le amanang le yona.
Motlhankedi: Mefutafuta ya Ditshedi (Tlhagiso)	Dikerii ya dingwaga di le nne (NQF 8) ya Natural kgotsa Environmental Sciences kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 6 tsa maitemogelo mo lephateng le le maleba. Setifikeiti/katiso/maitemogelo a Taolo ya Tikologo e tla nna tshiamelo ya tlaleletso. Maitemogelo a a maleba a polokesego ya ditshedi, Dijini, Thuto yaMalwetse a Dimela, fisioloji ya Dimela le Kemiseteri ya Ditshedi Maekerobaeoloji, Thekenoloji ya Ditshedi, Tsamaiso le patlisiso e e amanang le ditshedi tse di sa tlwaelegang le tse di tsenelelang
Motlhankedi: Mefutafuta ya Ditshedi (Tlhagiso e e Kgethegileng)	Dikerii ya dingwaga di le nne (NQF 8) ya Natural kgotsa Environmental Sciences kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 6 tsa maitemogelo mo lephateng le le maleba. Setifikeiti/katiso/maitemogelo a Taolo ya Tikologo e tla nna tshiamelo ya tlaleletso.. Maitemogelo a a maleba a polokesego ya ditshedi, Dijini, Thuto yaMalwetse a Dimela, fisioloji ya Dimela le Kemiseteri ya Ditshedi Maekerobaeoloji, Thekenoloji ya Ditshedi, Tsamaiso le patlisiso e e

		amanang le ditshedi tse di sa tlwaelegang le tse di tsenelelang
Motlhatlho: Mefutafuta ya Ditshedi/Tikologo	Dikerii (Maemo a NQF 7) ya Environmental Management/Science, Natural Science, Animal Health kgotsa Borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo mo lephateng le le amanang.
Kalafi le boitekanelo jwa tikologo		
Motlhankedi wa Kalafi	Dikerii ya Bachelor ya Medicine le Surgery.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tlhokomelo ya boitekanelo
Batlhankedibagolo ba Boitekanelo jwa Tikologo	Dikerii ya Bachelor's, Dipoloma ya Bosetšhaba kgotsa borutegi jo bo tshwanang jwa NQF 6 jwa Environmental Health.	Palotlase ya dingwaga di le 4 tsa maitemogelo mo boitekanelong jwa tikologo.
PNA 5 Motsamaisi wa Tiro ya Booki	Borutegi jwa Dipoloma ya Booki (Maemo a NQF 6) kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 7 tsa maitemogelo a a maleba kgotsa a a amogetsweng a booki morago ga go ikwadisa jaaka mooki wa porofešenale.
PNA Setlhophsa sa 3 sa Mooki wa Porofešenale	Borutegi jwa Dipoloma ya Booki (Maemo a NQF 6) kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 20 tsa maitemogelo a a maleba le a a amogetsweng a booki morago ga go ikwadisa jaaka Mooki wa Porofešenale le SANC mo Booking jwa Kakaretso.
PNA 3 Setlhophsa sa 2 sa Mooki wa Porofešenale	Borutegi jwa Dipoloma ya Booki (Maemo a NQF 6) kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 10 tsa maitemogelo a a maleba le a a amogetsweng a booki morago ga go ikwadisa jaaka Mooki wa Porofešenale le SANC mo Booking jwa Kakaretso.

PNA 2 ya Setlhopha sa 1 sa Mooki wa Porofesenale	Borutegi jwa Dipoloma ya Booki (Maemo a NQF 6) kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a a maleba kgotsa a a amogetsweng a booki morago ga go ikwadisa jaaka Mooki wa Porofesenale le SANC mo Booking jwa Kakaretso.
Motlhankedimogolwane: Boitekanelo jwa Tikologo	Dikerii ya Bachelor's/B tech maemo a NQF 7 ya Environmental kgotsa Safety Managemeng kgotsa e e tshwanang.	Palotlase ya dingwaga di le 3 tsa maitemogelo a tiro ya maemo a a tshwanang
Motlhankedi wa Boitekanelo jwa Tikologo	Dikerii ya Bachelor's, Dipoloma ya Bosetšhaba kgotsa borutegi jo bo tshwanang jwa NQF 6 jwa Environmental Health.	Palotlase ya dingwaga di le 2 tsa maitemogelo mo boitekanelong jwa tikologo.
Mothusa Motlhankedi wa Boitekanelo jwa Tikologo	Dikerii ya Bachelor's, Dipoloma ya Bosetšhaba kgotsa borutegi jo bo tshwanang jwa NQF 6 jwa Environmental Health.	Palotlase ya ngwaga e le 1 ya maitemogelo boitekanelo jwa tikologo.
Temothuo le diphologolo		
Mothusa Motsamaisi Temothuo	Borutegi jwa pele ga kalogo mo Temothuong kgotsa borutegi jo bo amanang le jone jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisi; le Palotlase ya dingwaga di le 5 tsa maitemogelo mo Temothuong kgotsa tiro e e tshwanang le yona.
Moteginiki wa Taolo ya Dikungo tsa Temothuo & Tswalelo ya Diphologolo	Borutegi jwa Temothuo kgotsa borutegi jo bo amanang le jone ka maemo a NQF 7 kgotsa maemo a NQF 6 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a a maleba.
Moteginikii wa Taolo ya Boitekanelo jwa Tswalelo	Borutegi jwa Temothuo kgotsa borutegi jo bo amanang le jone ka maemo a NQF 7 kgotsa maemo a NQF 6 jaaka a amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a a maleba.
Moteginikimogolo wa Dijo tsa Temothuo le Tswalelo	Borutegi jwa Temothuo kgotsa borutegi jo bo amanang le jone ka maemo a NQF 7 kgotsa maemo a NQF 6 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a a maleba.

Moteginikimogolwane wa Dijo tsa Temothuo & Tswalelo	Borutegi jwa Temothuo kgotsa borutegi jo bo amanang le jone ka maemo a NQF 7 kgotsa maemo a NQF 6 jaaka a amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a a maleba.
Mothusa Motlhatlhobi	Borutegi jwa Temothuo kgotsa borutegi jo bo amanang le jone ka maemo a NQF 7 kgotsa maemo a NQF 6 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a a maleba.
Moteginiki wa Boitekanelo jwa Diphologolo	Dipoloma ya Bosetšhaba (maemo a NQF 6) ya Boitekanelo jwa Diphologolo.	Palotlase ya dingwaga di le 2 tsa maitemogelo a a maleba.
Motlhankedi wa puso wa Boitekanelo jwa Kalafi ya Diphologolo	Dipoloma ya Bosetšhaba ya Environmental Health, Animal Health, Veterinary Public Health, kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 6 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 4 tsa maitemogelo.
Matlotle le HR		
Motlhankedi wa Matlotlo	Dikerii ya Matlotlo kgotsa Palotlotlo (NQF 6).	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a a maleba.
Motlhankedi wa HR	Setifikeiti sa Setlhophsa sa 12; le Dipoloma ya Bosetšhaba ya dingwaga di le (3) (NQF 6) ya Human Resources kgotsa e e Tshwanang le yona	Palotlase ya dingwaga di le 3 tsa maitemogelo a tsamaiso ya HR.
Tsibogo e e Kgethegileng		
Motsamaisi wa Khuduthamaga: Tsibogo e e Kgethegileng	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8 tsa maitemogelo a Tsibogo e e Kgethegileng ya molao wa Melelwane kgotsa lephata le le amanang le yona.
Motsamaisi: Tsibogo e e Kgethegileng	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Tsibogo e e Kgethegileng ya molao wa melelwane kgotsa lephata le le amanang le yona.

Motlhankedimogolo wa Tsibogo e e Kgethegileng ya Molao wa Melelwane	Borutegi jwa pele ga kalogo jwa lephata le le amanang le Pabalesego ka maemo a NQF 6 jaaka go amogetswe ke SAQA.	Palotlase ya dingwaga di le 4 tsa maitemogelo mo bolaoding mo lephateng le le amanang le Pabalesego mo tiragatsong ya molao wa pabalesego ya setšhaba.
Motlhankedimogolwane wa Tsibogo e e Kgethegileng ya Molao wa Melelwane	Borutegi jwa pele ga kalogo jwa lephata le le amanang le Pabalesego ka maemo a NQF 6 jaaka go amogetswe ke SAQA.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a taolo, thulaganyo le tiragatso ya lephata la pabalesego ya setšhaba.
Motlhankedi wa Tsibogo e e Kgethegileng ya Molao wa Melelwane	Setifikeiti sa Setlhopho sa 12 sa maemo a NQF 4 le katiso ya lephata la pabalesego ya setšhaba.	Palotlase ya dingwaga di le 2 tsa maitemogelo mo taolong, thulaganyo mo lephateng la pabalesego ya setšhaba.
Motsamaisi wa Kgokaganyo ya Tsibogo e e Kgethegileng	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Tsibogo e e Kgethegileng ya molao wa melelwane kgotsa lephata le le amanang le yona.
Motlhankedi wa Kgokaganyo ya Tsibogo e e Kgethegileng	Borutegi jwa pele ga kalogo jwa lephata le le amanang le Pabalesego ka maemo a NQF 6 jaaka go amogetswe ke SAQA.	Palotlase ya dingwaga di le 3 tsa maitemogelo mo go laoleng, thulaganyo le go dira ditiro tsa pabalesego ya puso.
Motsamao		
Motlhankedimogolo: Taolo ya Bosetšhaba ya Kotsi & go Tota	Borutegi jwa pele ga kalogo jwa Security & Risk Intelligence, Strategic Intelligence kgotsa borutegi jo bo amanang le tsona ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo kwa maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 8 tsa maitemogelo a botlhodi kgotsa lephata le le amanang le bone.
Motsamaisi wa Khuduthamaga: Bapalami/Motsamao wa Batho	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 5 tsa maitemogelo a Taolo ya Kotsi kgotsa lephata la Botlhodi.
Motsamaisi wa Khuduthamaga; Dithoto tse di Laolwang	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 5 tsa maitemogelo a Taolo ya Kotsi kgotsa lephata la Botlhodi.

Motsamaisi wa Khuduthamaga: Tshutlhisano ya Go Ralala Melelwane	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 5 tsa maitemogelo a Taolo ya Kotsi kgotsa lephata la Botlhodi.
Motsamaisi: Bapagami/Motsamano wa Batho	Dikerii ya Bachelor ya borutegi bongwe le bongwe ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo.
Motseneledimogolwane: Bapagami/Motsamano wa Batho	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Taolo ya Kotsi kgotsa lephata la Botlhodi.
Motseneledi: Bapagami/Motsamano wa Batho	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 4 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Mosekaseki: Bapalami/Motsamano wa Batho	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Motsamaisi: Dithoto tse di Laolwang	Dikerii ya Bachelor ya borutegi bongwe le bongwe jo bo maleba ka maemo a NQF 7 bo jo amogetsweng ke SAQA	Palotlase ya dingwaga di le 5 tsa maitemogelo
Motseneledimogolwane: Dithoto tse di Laolwang	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Risk Management kgotsa tiro ya Botlhodi.

Motseneledi; Dithoto tse di Laolwang	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 4 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Mosekaseki: Dithoto tse di Laolwang	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Motsamaisi: Tshutliso ya go Ralala Melelwane	Dikerii ya Bachelor ya borutegi bongwe le bongwe ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo.
Motseneledimogolwane: Tshutliso ya go Ralala Melelwane	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Risk Management kgotsa tiro ya Botlhodi.
Motseneledi: Tshutliso ya go Ralala Melelwane	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 4 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Motseneledi: tshutliso ya go Ralala Melelwane	Borutegi jwa pele ga kalogo (maemo a NQF 7) jaaka bo amogetswe ke SAQA jwa Police Science, Health Sciences, Data Science, Urban Planning, Data Analytics, Business Management kgotsa Risk Management.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Taolo ya Kotsi kgotsa tiro ya Botlhodi.
Ditiro tse di Kgethegileng		

Motlhankedimogolo: Ditiro tse di Kgethegileng	Borutegi jwa morago ga kalogo jwa Security and Risk Intelligence, Strategic Intelligence kgotsa borutegi jo bo amanang le tsona ka maemo a NQF 8 jaaka bo amogetswe ke SAQA. Dikerii ya Master's NGF 9 e tla nna tshiamelo.	Palotlase ya dingwaga di le 5-8 tsa maitemogelo mo maemong a Botsamaisibogolwane; maemo.
Motsamisi wa Khuduthamaga: Temothuo	Borutegi jwa Agricultural Management kgotsa borutegi jo bo tshwanang le jone ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 kwa maemong a botsamaisibogolwane.
Motsamaisi wa Khuduthamaga: Boitekanelo	Borutegi jwa pele ga kalogo jwa Social Science, Environmental Health kgotsa borutegi jo bo tshwanang le jone jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 8 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motsamaisi wa Khuduthamaga: Khudugelo	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao kgotsa borutegi jo bo tshwanang jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 8 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motsamaisi wa Khuduthamaga: Tikologo	Borutegi jwa pele ga kalogo jwa Social Sciences, Molao Kgotsa Natural Science/lephata la tikologo la borutegi jo bo tshwanang ka maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo maemong a botsamaisibogolwane; le palotlase ya dingwaga di le 8 tsa maitemogelo mo tiragatsong ya molao wa melelwane kgotsa tiro e e amanang le yona.
Motsamaisi wa Khuduthamaga: Tebelelo le Kobamelo	Borutegi jwa pele ga kalogo jwa Social Sciences, kgotsa borutegi jo bo amanang le jone jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 kwa maemong a botsamaisibogolwane.
Motseledimogolwane wa Temothuo	Borutegi jwa Agricultural Management, Natural Science kgotsa borutegi jo bo amanang le jone jwa maemo a NQF 8 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8 tsa maitemogelo a Temothuo kgotsa lephata le le amanang le yona.

Motseneledimogolwane wa Boitekanelo	Borutegi jwa Social Sciences, Environmental Health kgotsa borutegi jo bo tshwanang le jone jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 5 tsa maitemogelo a a maleba.
Motseneledimogolwane wa Khudugelo	Borutegi jwa Morago ga kalogo jwa maemo a NQF 8 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8 tsa maitemogelo.
Motseneledimogolwane wa Tikologo	Borutegi jwa Morago ga kalogo jwa maemo a NQF 8 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8 tsa maitemogelo.
Mogokaganyi wa Kobamelo	Dikerii ya pele ga Kalogo, Borutegi (NQD 7) jwa Risk Management, Molao kgotsa Audit.	Palotlase ya dingwaga di le 2 tsa maitemogelo a kobamelo kgotsa taolo ya kotsi.
Motlhankedi wa Kobamelo	Dikerii kgotsa Borutegi jwa Risk Management, Molao kgotsa Audit.	Palotlase ya dingwaga di le 3 tsa maitemogelo a kobamelo kgotsa taolo ya kotsi.
Merero ya Tshwaraganelo		
Motlhankedimogolo: Merero ya Tshwaraganelo	Borutegi jwa Human Resource Management, Law, Business Administration (Management), Public Management (Administration) kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 6-8 tsa maitemogelo a maemo a botsamaisibogolwane mo Ditirelong tsa Tshwaraganelo kgotsa mo lephateng la Tshegetso.
Motsamaisi wa Khuduthamaga: Togamaano ya Mokgatlho le thulaganyo	Dikerii ya Master's kgotsa e e tshwanang ya Public Administration, Social Sciences, Education and Training.	Palotlase ya dingwaga di le 6-8 tsa maitemogelo a tiro mo lephateng la togamaano, patlisiso, le tebelelo kgotsa le le tshwanang, le dingwaga di le 5 di tshwanetseng go nna mo maemong a botsamaisibogolwane.
Motsamaisi: Togamano le Tsamaiso	Maemo a NQF 8 kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 6 tsa maitemogelo a tiro.
Motseneledi: Thulaganyo ya Togamaano	Maemo a NQF 7 kgotsa borutegi jo bo tshwanang mo lephateng la tsamaiso ya kgwebo, tsamaiso ya togamaano, kgotsa lephata le le amanang le ona.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tiro.

Motseneledi: Tebelelo le go Bega	Maemo a NQF 7 kgotsa borutegi jo bo tshwanang mo lephateng la Informatiion Management/Statistics/Business Administration/Public Administration/M&E	Palotlase ya dingwaga di le 5 tsa maitemogelo a tiro.
Mosekaseki wa Patlisiso	Maemo a NQF 8 kgotsa borutegi jo bo tshwanang mo lephateng la Mathematics, engineering, economies, statistic / E e tshwanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tiro.
Motsamaisi: Tsamaiso ya Porojeke	Maemo a NQF 8 kgotsa borutegi jo bo tshwanang mo lephateng la Project Management.	Palotlase ya dingwaga di le 7-10 ya maitemogelo a tiro mo lephateng la Tsamaiso ya Porojeke, maitemogelo a a netefaditsweng a tsamaiso ya porojeke, go okamela diporojeke di le dintsi ka nako e le nngwe.
Motseneledi: Tokafatso le Tsamaiso ya Porojeke	Maemo a NQF 7 kgotsa borutegi jo bo tshwanang mo lephateng la Tsamaiso ya Porojeke.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tiro mo lephateng la Tsamaiso ya Porojeke, maitemogelo a a netefaditsweng mo tsamaisong ya porojeke le diitshimololelo tsa tsamaiso ya tokafatso.
Semolao le kobamelo		
Motsamaisi wa Khuduthamaga: Semolao le Kobamelo	Dikerii ya Morago ga Kologo ya LLM (NQF 8); le go amogelwa jaaka Moatefokate (ka pupillage) kgotsa Mmueleli ke tlamego.	Palotlase ya dingwaga di le 10 maitemogelo a morago ga kamogelo jaaka mogakolodi wa semolao mo lephateng la puso kgotsa mo lephateng la taolo; le palotlase ya dingwaga di le 5 tsa maitemogelo a tiro ya botsamaisibogolwane.
Mogakolodimogolwane wa Semolao	Dikerii ya LLB (maemo a NQF 7) kgotsa borutegi bongwe le bongwe jo bo amanang le jone jwa molao. Go amogelwa jaaka mmueleli kgotsa moatefokate (ka pupillage).	Palotlase ya dingwaga di le 8 tsa maitemogelo a morago ga kamogelo jaaka mogakolodi wa semolao, mmueleli, kgotsa mogakolodi wa semolao wa ka fa gare ka go tsepamisa maikutlo thata mo molaong wa kgwebo, tsamaiso ya kotsi, le kobamelo le dingwaga di le 5 tsa maitemogelo a tsamaiso e e mo magareng.

Mogakolodi wa Semolao	Dikerii ya LLB (Maemo a NQF 7) kgotsa borutegi bongwe le bongwe jo bo amanang le jone jwa molao. Go amogelwa jaaka mmueledi kgotsa moatefokate (yo o dirileng pupillage).	Palotlase ya dingwaga di le 5 tsa maitemogelo a morago ga kamogelo ya semolao.
Motseneledi: Boitshwaro le Kobamelo	Dikerii ya Bachelor's kgotsa Dipoloma ya Maemo a a kwa Godimo (NQF 7) ya Risk Management, kgotsa Compliance Management. Bachelor ya Molao (LLB) Motlhankedi yo o Netefaditsweng wa Maitsholo e tla nna tshiamelo.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo tsamaisong ya maitsholo a kgwebo, pusotshwaraganelo, molao, pholisi ya puso kgotsa tsamaiso kgotsa lephata le le maleba le le jaaka tsamaiso ya kotsi ya kgwebo le taolo ya ka fa gare, palotlotlo kgotsa thuno.
Ditlhaeletsano le tsamaiso ya baamegi		
Motsamaisi wa Khuduthamaga: Ditlhaeletsano le Tsamaiso Baamegi	Dikerii ya Honors (NQF 7) ya Social Sciences, Social Development, Communication or Public Relations. Borutegi jwa Masters jwa Communications bo tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo mo dikamanong tsa Baamegi, Tsamaiso ya Baamegi le maphata a a amanang le Tlhaeletsano ya Tshwaraganelo; le palotlase ya maemong a botsamaisibogolwane mo lephateng.
Motsamaisimogolwane: Dikamano tsa Badirisi	Dikerii ya Bachelor kgotsa ya Masters ya business; le borutegi jwa pele ga kalogo jwa Public Relations Management, Communications kgotsa Marketing Management, ka maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo mo lephateng le le amanang le ditirelo tsa ditlhaeletsano.
Motsamaisi: Ditiro tsa Setheo sa Megala	Ga go tlhokege borutegi jwa semmuso. Dikerii e ka nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a palotlase ya dingwaga di le 2 tsa maitemogelo mo lephateng la setheo sa megala.
Molebeledi: Kantoro ya Dikgokagano ka Mogala	Marematlou kgotsa borutegi jwa Dipoloma ya Bosetšhaba	Maitemogelo a dingwaga di le 2-3 mo ditirong tsa dikgokagano ka mogala kgotsa tirelo ya badirisi
Motsamaisimogolwane: Tsamiso ya Boditšhaba ya Baamegi	Bachelor ya Dikerri ya Business ya Tsamaiso ya Boditšhaba, Business Administration, Communicationg kgotsa e e tshwanang e a tlhokega.	Palotlase ya dingwaga di le 8-10 tsa dikamano tsa Baamegi, Tsamaiso ya Baamegi le maphata a a amanang le Ditlhaeletsano tsa Tshwaraganelo; le palotlase ya dingwaga di le 3-5 tsa maitemogelo a tsamaiso kgotsa maemo a tebelelo.

Motseneledi wa Merero ya Boditšhaba	Dikerii ya Bachelor (maemo a NQF 7) ya international relations, political science, economics, kgotsa lephata le le amanang le tsona. Dikerii ya maemo a a kwa godimo kgotsa ditifikeiti tsa merero ya boditšhaba ke tshiamelo.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo.
Motsamaisimogolwane: Tsamaiso ya fa Gae ya Baamegi	Dikerii ya Communication, Journalism, Stakeholder Management.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a dikamano tsa Baamegi le maphata a a amanang le Tlhaeletsano ya Tshwaraganelo; le palotlase ya dingwaga di le 3-5 tsa maitemogelo a tsamaiso kgotsa maemo a tebelelo.
Motseneledi: Tsamaiso ya fa Gae ya Baamegi	Dikerii (NQF 7) ya Social Sciences, Social Development kgotsa Communication kgotsa Public Relations.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a dikamano tsa baamegi, Tsamaiso ya Baamegi le maphata a a amanang le Tlhaeletsano ya Tshwaraganelo.
Motlhankedi: Tsamaiso ya fa Gae ya Baamegi	Dikerii e e maleba ya Communication, Public Relations Management.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo.
Motsamaisimogolwane: Ditlhaeletsano	Borutegi jwa pele ga kalogo jwa Public Relations Management, Communications kgotsa Marketing Management mo maemong a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a maemo a a fa gare kgotsa a botsamaisibogolwane a lephata le le amanang le ditirelo tsa ditlhaeletsano.
Motseneledi: Ditlhaeletsano	Borutegi jwa dikerii ya Bachelor's ya communications, journalism, kgotsa lephata le le amanang le tsona.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a a maleba.
Motlhankedi wa Ditlhaeletsano	Dikerii ya Bachelor's ya communications, journalism kgotsa lephata le le amanang le tsona, kgotsa maitemogelo a a tshwanang.	Palotlase ya dingwaga di le 3 tsa maitemogelo a pele a ditlhaeletsano.
Motsamaisimogolwane: Dikamano tsa Setšhaba le Letshwaokgwebo	Borutegi jwa pele ga kalogo jwa Public Relations Management, Communications kgotsa Marketing Management mo maemong a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo mo lephateng le le amanang le ditirelo tsa ditlhaeletsano.
Motseneledi: Dikamano tsa Setšhaba	Dikerii ya Bachelor's ya public relations, communications,	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a a maleba.

	journalism, kgotsa lephata le le amanang le tsona.	
Motseneledi: Letshwaokgwebo	Dikerii ya Bachelor's, Marketing, Branding, Communications, kgotsa Lephata le le amanang le tsona.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Letshwaokgwebo, Tsamaiso ya Letshwaokgwebo, kgotsa maemo a Papatso.
Motlhankedi: Ditiragalo	Dipoloma ya Marketing, Communications kgotsa lephata le le amanang le tsona	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a a maleba.
Tsamaiso ya batho		
Motsamaisi wa Khuduthamaga: Tsamaiso ya Batho	Dikerii ya Honours ya B (NQF 8) ya Human Resources kgotsa borutegi jo bo amanang le yona. MBA e tla nna tshiamelo ya tlaleletso le Kwadiso ya IPM/SABPP e tla nna tshiamelo.	Palotlase ya dingwaga di le 10 tsa maitemogelo a thulaganyo ya badiri le palotlase ya dingwaga di le 5 tsa maitemogelo a botsamaisibogolwane bo a dira jwa maemo a togamaano mo tsamaisong ya thulaganyo ya badiri.
Motsamaisimogolwane: Tirelo ya HR ya Tshegetso le Tsamaiso	Dikerii ya Bachelor's ya Human Resource Management, Organisational Psychology, Business Administration, kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 kgotsa le borutegi jo bo fa godimo e tla nna tshiamelo ya tlaleletso	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a thebolo ya tirelo ya HR kgotsa ditiro tsa HR, fa go kgonega mo maemong a tsamaiso kgotsa a boeteledipele.
Motsamaisi: Balekane ba Tirelo ya HR	Dikerii (maemo a NQF 7) ya Human Resources kgotsa e e tshwanang le yona.	Palotlase ya dingwaga di le 5 mo lenaneong la dituelo, IR, le tsamaiso ya HR. Maitemogelo a a supiwang a tiro jaaka Molekane wa Tiro ya HR.
Balekane ba Tiro ya HR	Dipoloma ya Bosetšhaba (maemo a NQF 6) ya Human Resources kgotsa e e tshwanang.	Palotlase ya dingwaga di le 3 mo lenaneong la dituelo, IR, le tsamaiso ya HR. Maitemogelo a a supiwang a tiro jaaka Molekane wa Tiro ya HR.
Motsamaisi: Tsamaiso ya HR & Dithulaganyo	Dikerii (maemo a NQF 7) ya Information Technology, Computer/Engineering Science kgotsa borutegi bongwe le le bongwe jo bo amanang le tsona.	Palotlase ya dingwaga di le 5 tsa maitemogelo a a maleba.

Motseneledi: HRMIS	Dikerii ya Bachelor's (maemo a NQF 7) ya Human Resources, Information Technology, Computer Sciences kgotsa lephata le le amanang le tsona thata.	Palotlase ya dingwaga di le 3-5 tsa maitemogelo a tiro mo mokgatlong o o lobelo thata mo teng kgotsa ka tirisanommogo le lefapha la thulaganyo ya badiri. Maitemogelo a go tlhama, tshegetsatsamaisa tiriso (go akaretsa tsamaiso ya phetogo), le go tsholo thulaganyo ya tsamaiso ya tiro.
Motsamaisi: Tuelo le Ditshiamelo	Borutegi jwa maemo a NQF 6 kgotsa 7 jwa Business Management, Commerce kgotsa Human Resources kgotsa jo bo tshwanang le tsona. Dikerri tsa Honours (maemo a NQF 8) kgotsa e e tshwanang le yona ya Business Management, Commerce kgotsa Human Resources e tla nna tshiamelo.	Palotlase ya dingwaga di le 5 maitemogelo a a netefadiwang jaaka Motseneledi wa Tuelo le Ditshiamelo.
Motseneledi: Tuelo le Ditshiamelo	Borutegi jwa maemo a NQF 6 kgotsa 7 jwa Business Management, Commerce kgotsa Human Resources kgotsa jo bo tshwanang le tsona. Dikerri tsa Honours (maemo a NQF 8) kgotsa e e tshwanang le yona ya Business Management, Commerce kgotsa Human Resources e tla nna tshiamelo.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a a netefadiwang jaaka Motseneledi wa Tuelo le Ditshiamelo.
Motsamaisimogolwane: Dikamano tsa Badiri, Boitekanelo & Tshiamo	Dikerii ya Bachelor's ya Human Resource Management, Organisational Psychology, Business Administration, kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 le borutegi jo bo kwa godimo e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a dikamano tsa badiri, fa go kgonega mo maemong a botsamaisi kgotsa boiteledipele. Maitemogelo a a netefadiwang a tlhagiso le tiriso ya manaane a boitekanelo le tshiamo.
Motsamaisi: Boitekanelo le Tshiamo	Dikerii ya Bosetšhaba (maemo a NQF 7) ya psychology kgotsa social work kgotsa borutegi jo bo tshwanang le tsona.	Palotlase ya dingwaga di le 5 tsa maitemogelo mo lephateng la Boitekanelo le Tshiamo ya Badiri.
Motseneledi: Badiri le Dikamano tsa Badiri	Dikerii ya Bachelor's (maemo a NQF 7) ya LLB, BA Law, Labour Law, Dikerii ya Labour Relations, HR ya maemo a a kwa godimo kgotsa e e tshwanang le yona.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a Ditiro tsa HR mo maemong a Dikamano tsa Badiri.

Motlhankedi wa HR: Boitekanelo le Tshiamo ya Badiri	Dipoloma ya Bosetšhaba kgotsa Dikerii (maemo a NQF 7) ya psychology kgotsa social work kgotsa borutegi jo bo tshwanang le tsona.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo mo lephateng la Boitekanelo le Tshiamo.
Motsamaisimogolwane: Tsamaiso ya Neo & Tlhabololo ya Mokgatlho	Borutegi jwa pele ga kalogo jwa Human Resources Management, Organisational Psychology, Business Administration, kgotsa borutegi jo bo tshwanang ka maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 le borutegi jo bo kwa godimo e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a tsamaiso ya neo, tlhabololo ya mokgatlho, fa go kgonega maemo a botsamaisi kgotsa boeteledipele. Maitemogelo a a netefaditsweng a tlhamo le tiriso ya tsamaiso ya neo le togamaano le manaane a tlhabololo ya mokgatlho.
Motseneledi: Tsamaiso ya Tiragatso	Borutegi jwa pele ga kalogo jwa Human Resources Management, Business Administration (Management), Public Management (Administration) kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a tsamaiso ya kakaretso ya tikologo a botlhokwa.
Motseneledi; Tlhabololo ya Mokgatlho le Phetogo ya Tsamaiso	Borutegi jwa pele ga kalogo jwa Human Resource Management, Industrial Psychology, kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 7. Dikerii ya Morago ga Kalogo ya Human Resource Management, kgotsa Industrial Psychology e tla nna tshiamelo.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo jaaka Motseneledi wa OD/CM.
Motlhankedi wa HR: Tiragatso le Tsamaiso ya Neo	Borutegi jwa pele ga kalogo jwa Human Resource Management, Business Administration (Management), Public Management (Administration) kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a lephata la Tsamaiso ya HR ya kakaretso a botlhokwa.
Kantoro ya HR: Tlhamo ya Mokgatlho	Dipoloma ya Bosetšhaba ya dingwaga di le tharo (maemo a NQF 6) ya Human Resources kgotsa Industrial Psychology kgotsa e e tshwanang.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Tiro ya Thuto/Tlhamo ya Mokgatlho/Nonofo

Katiso le tlhabololo		
Motsamaisi wa Khuduthamaga: Katiso le Tlhabololo	Borutegi jwa pele ga kalogo jwa Human Resource Management, Business Administration (Management), Public Management (Administration) kgotsa borutegi bongwe le bongwe jo bo maleba jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 le borutegi jo bo kwa godimo e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 5 tsa maitemogelo kwa maamong a botsamaisibogolo mo lephateng la Thuto
Motsamaisimogolo: Tlhabololo le Kharikholamo & le Didirisiwa le Netefatso	Borutegi jwa pele ga kalogo jwa Education, Social or Behavioural Science jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo kwa maamong a botsamaisi mo lephateng la Thuto
Motseneledi: Kharikholamo & Tlhabololo ya Didirisiwa	Borutegi jwa maemo a NQF 6 kgotsa 7 jwa Education kgotsa kgotsa jo bo tshwanang ka tsenelelo ya Tlhabololo ya Kharikholamo. Dikerii ya Honours (NQF 8) e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a kkwa maamong a tebelelo kgotsa tsamaiso. Maitemogelo a lephata la Thuto, Katiso le Tlhabololo.
Motseneledi: Netefatso ya Boleng	Borutegi jwa maemo a NQF 6 kgotsa 7 a Education kgotsa jo bo tshwanang le tsenelelo ya Netefatso ya Boleng jwa Kharikholamo. Dikerii ya Honours (maemo a NQF 8) e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 4-6 ya maitemogelo a go ruta ka palotlase ya dingwaga di le 3 tsa maitemogelo kwa maamong a tebelelo kgotsa tsamaiso. Maitemogelo mo Thutong, Katisong le mo Tlhabololong
Motsamaisimogolwane: Katiso le Thebolo	Borutegi jwa pele ga kalogo jwa Human Resource, Management, Education, kgotsa Organisational Development, kgotsa borutegi bongwe le bongwe jwa maemo a NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo kwa maamong a botsamaisi mo lephateng la Thuto

Batsamaisi ba Katiso	Dikerii ya Bachelor's kgotsa e e tshwanang le yona mo lephateng le le maleba e e jaaka thuto, tlhabololo ya mokgatlho, thulaganyo ya badiri, kgotsa borugegi jo bo amanang le tsona.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo jaaka Motsamaisi wa katiso.
Motlhankedi wa Thuto le Tshegetso	Dipoloma tsa Bosetšhaba, le Dikerii e e maleba ya Bachelor kgotsa borutegi jwa Education, Social, Behavioural Science kgotsa dikhose tse di Dumeletsweng tsa tsosoloso ya Baithuti.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Tshegetso kgotsa lephata la tsosolotso.
Motsamaisimogolo: Thuto le Tlhabololo	Borutegi jwa pele ga kalogo jwa Education, Social, Behavioural kgotsa borutegi jo bo maleba jwa maleba jwa NQF 7 jaaka bo amogetswe ke SAQA. Maemo a NQF 8 le borutegi jo bo kwa godimo e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo kwa maamong a botsamaisi mo lephateng la Thuto
Motseneledi: Thuto le Tlhabololo	Borutegi jwa maemo a NQF 7 kgotsa borutegi jwa Industrial Psychology kgotsa jo bo Tshwanang ka tsenelelo ya Thuto le Tlhabololo. Dikerii ya Honours (maemo a NQF 8) kgotsa e e tshwanang e tla nna tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a a netefadiwang jaaka Motseneledi wa Thuto le Tlhabololo.
Motsamaisi wa Tlhabololo ya Bokgoni	Dikerii kgotsa Dipoloma ya maemo a NQF 6 kgotsa 7 a HRD kgotsa Thuto kgotsa e e tshwanang le yona	Palotlase ya dingwaga di 4-6 tsa maitemogelo mo lephateng le le amanang le tlhabololo ya bokgoni Maitemogelo a go dira le baamegi ba bantsi. Go dira mo diporojekeng tse di amanang le tlhabololo ya bokgoni.
Tsamaiso ya Matlotlo le Didirisiwa		
Motlhankedimogolo: Tsamaiso ya Matlotlo le Didirisiwa	Dikerii ya BCom Accounting, Registered Chartered Accountant	Palotlase ya dingwaga di le 10-15 tsa maitemogelo a matlotlo & Palotlotlo - Maemo a Khuduthamaga/Botsamaisibogolwane
Motsamaisi wa Khuduthamaga: Tsamaiso ya Thoto le didirisiwa	Dikerii ya BCom , Business kgotsa tsamaiso ya thoto/didirisiwa ka maemo a NQF 7. Registered Chartered Accountant kgotsa motlhankedi wa thoto	Palotlase ya dingwaga di le 3-5 tsa maitemogelo a tiro ya Tsamaiso ya Didirisiwa le palotlase ya dingwaga di le 5 tsa tsamaiso ya porojeke kgotsa

		maitemogelo a a tshwanang kgotsa a a amanang le yona.
Motsamaisimogolwane: Tsamaiso ya Dithoto	Dipoloma e e kwa godimo kgotsa B-Degree ya Estate management kgotsa business management kgotsa e e tshwanang le tsona.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a tiro kwa Lephanteng la Dithoto.
Motsamaisimogolwane: Didirisiwa	Dipolomo e e kwa Godimo/B-Degree ya Facilities Management, Property Management, Project Management, Operations Management, kgotsa borutegi jo bo amanang le tsona jwa FM jwa semmuso/jo bo tshwanang	Palotlase a dingwaga di le 8-10 tsa maitemogole a Tsamaiso ya Didirisiwa.
Motsamaisimogolwane: Ditirelo tsa Tshireletso	Dikerii ya Bachelor's kgotsa B Tech Security Management kgotsa e e tshwanang e e amanang le Ditirelo tsa Tshireletso.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a Pabalesego mo lephanteng la phepafisetso kgotsa tlhahloso ka kitso ya patlisiso, tshekatsheko ya tshedimosetso ya bosenyi, botlhodi le tebelelo; le palotlase ya dingwaga di le 3-5 tsa maitemogelo a tsamaiso ya pabalesego bogolo jaaka Motsamaisi wa Ditirelo tsa Tshireletso.
Motsamaisimogolwane: Tsamaiso ya Dijanaga	Borutegi jwa pele ga kalogo.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo.
Motsamaisi: Tsamaiso ya Dijanaga	Borutegi jwa pele ga kalogo.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo.
Motlhankedi: Tsamaiso ya Dijanaga	Setifikeiti sa Setlhophsa sa 12. Borutegi jwa pele ga kalogo e tla nna tshiamelo.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo jaaka mokgweetsi.
Motsamaisi wa Porojeke	Borutegi jwa maemo a NQF 8 kgotsa borutegi jo bo tshwanang mo lephanteng la Project Management le borutegi jwa IT ka maemo a NQF 8 kgotsa jo bo tshwanang.	Palotlase ya dingwaga 7-10 tsa maitemogelo a tiro mo lephanteng la Tsamaiso ya Porojeke mo lephanteng la Dithoto le mo lephanteng la kgwebo.
Motsamaisi: Ditirelo tsa Thekinikale	Dipoloma e e kwa Godimo, B-Degree ya Engineering, Architecture, Quantity Surveying, Construction Management, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo.
Motho yo o Baakanyang dilo	Setifikeiti se segolwane kgotsa setifikeiti sa Setlhophsa sa 12 (maemo a NQF 4)	Ga go tlhokege maitemogelo. Ngwaga 0-1 \ mo Maemong a a Tshwanang

Motsamaisi: Lefelo la Thuso	Dipoloma e e kwa Godimo kgotsa B-Degree.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo mo lephateng le le tshwanang; le palotlase ya dingwaga di le 3 tsa maitemogelo mo maemong a tebelelo.
Mogakoldi wa Lefelo la Thuso	Setifikeiti se segolwane kgotsa Setifikeiti sa Bosetšhaba.	Palotlase ya dingwaga di le 1-2 tsa maitemogelo a a maleba a tiro.
Motsamaisi: Ditirelo tsa Tokafatso ya Lefelo	Dipoloma e e kwa Godimo, B-Degree ya Engineering, Architecture, Quantity Surveying, Construction Management kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a Tsamaiso ya Tlamelo ya Didirisiwa.
Badiri ba phepafatso le tlamelo	Setifikeiti se segolwane kgotsa setifikeiti sa Setlhophsa sa 12 (maemo a NQF 4)	Ngwaga 0-1 \ mo Maemong a a Tshwanang
Motsamasi: Polokesego, Boitekanelo & Tikologo	Dipoloma e e kwa Godimo, B-Degree ya Safety Management kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a Tsamaiso ya Polokesego
Motlhankedi wa SHEQ	Dipoloma e e kwa Godimo, B-Degree ya Safety Management kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Boitekanelo le polokesego ya mo tirong kgotsa matsamaiso ya tikologo.
Motsamaisi: Manager: Tlhatlhobo le Tekolo	Dikerii ya Bachelor's (maemo a NQF 7).	Palotlase ya dingwaga di le 4-6 tsa maitemogelo.
Motlhankedi: Tlhatlhobo & Tekolo	Dipoloma ya Bosetšhaba (Maemo a NQF 6).	Palotlase ya dingwaga di le 2-3 tsa maitemogelo.
Motsamaisi: Pabalesego e e tshwaraganeng ya Ileketeroniki	Dikerii ya Bachelor's (Maemo a NQF 7) ya lephata le le maleba la computer science, electrical engineering, kgotsa security management.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a go tsamaisa dithulaganyo tsa pabalesego ya ileketeroniki, go akaretsa taolo ya go tsena, tebelelo ka bidio, temogo ya tsenelo, le dithulaganyo tsa alamo.
Motlhankedi: Pabalesego e e Tshwaraganeng ya Ileketeroniki	Dikerii ya Bachelor's (Maemo a NQF 7) ya lephata le le maleba la computer science, electrical engineering, kgotsa security management.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a go tsamaisa dithulanyo tsa pabalesego ya ileketeroniki, go akaretsa taolo ya go tsena, tebelelo ka bidio, temogo ya tsenelo, le dithulaganyo tsa alamo.
Motsamaisi: Tshireletso ya batho, dikago le mafaratlhatlha	Dikerii ya Bachelor's/ B-Tech Security Management kgotsa borutegi jo bo tshwanang. kwadiso ya PSIRA.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo mo maphateng a Pabalesego.

Moeteledipele wa Setlhophapha: Pabalesego ya Batho, Dikago le Mafaratlhatlha.	Setifikeiti sa Setlhophapha sa 12. Kwadiso ya PSIRA	Palotlase ya dingwaga di le 3 tsa maitemogelo.
Motlhankedi wa Pabalesego	Setifikeiti sa Setlhophapha sa 12. Kwadiso ya PSIRA.	Palotlase ya dingwaga di le 1-2 tsa maitemogelo.
Motsamaisi wa Direkhoto	Dipoloma e e kwa Godimo kgotsa B-Degree ya Records and Documents Management Practices, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo mo ditirong tsa tsamaiso ya Direkhoto le Ditokomane.
Tlelereke ya Kwadiso	Setifikeiti se Segolwane kgotsa Setifikeiti sa Bosetšhaba.	Palotlase ya dingwaga di le 1-2 tsa maitemogelo.
Motsamaisi: Dithulaganyo & Dipolokelo	Dipoloma e e kwa Godimo ya Supply Chain Management kgotsa Logistics kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a tiro ya Dithulaganyo.
Motlhankedi: Tsamaiso ya Maeto	Dipoloma Bosetšhaba (Maemo a NQF 6) ya hospitality management, business administration, kgotsa borutegi jo bo amanang le yona.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo.
Motlhankedi: Dipolokelo	Setifikeiti sa Setlhophapha sa 12.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a lenaanebuka, tsamaiso ya lenanethoto, kgotsa lephata le le amanang le yona.
Tshenkelo le tsamaiso ya dithoto		
Motsamaisi wa Khuduthamaga: Tshenkelo le Tsamaiso ya Dithoto	Dikerii ya maemo a NQF 7 ya Supply Chain Management kgotsa e e amanang le Logistics.	Palotlase ya dingwaga ya di le 10 tsa Tsamaiso-Tiro ya Tshenkelo. Palotlase ya dingwaga di le 5 tsa maemo a botsamaisibogolwane.
Motsamaisimogolo: Tsamaiso ya Dithoto	Dikerii ya B Com kgotsa e e tshwanang. CA(SA).	Palotlase ya dingwaga di le 8 tsa maitemogelo.
Mmalatlotlo: Dithoto	Dikerii ya B Com kgotsa e e tshwanang. CA(SA) kgotsa CIMA (Adv. Dip in MA kgotsa e Kgolwane) e tla nna tshiamelo	Palotlase ya dingwaga di le 3 tsa maitemogelo mo maemong a palotlotlo Katoloso ya Dithoto tse di sa Fetogeng.
Motsamaisimogolwane; Tsamaiso ya Topo & Konteraka	Dikerii ya Bachelor's ya Procurement, Supply Chain Management, Logistics kgotsa Purchasing (Maemo a NQF 7).	Palotlase ya dingwaga di le 8 tsa maitemogelo a Theko kgotsa Ditogamaano tsa pono.

Motseneledi: Tsamaiso ya Konteraka	Dikerii ya Bachelor's ya Procurement /Supply Chain Management, Logistics kgotsa Purchasing (Maemo a NQF 7).	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a Theko kgotsa Ditogamaano tsa pono.
Motseneledi: Tsamaiso ya Topo	Dikerii ya Bachelor's ya Procurement, Supply Chain Management, Logistics kgotsa Purchasing (Maemo a NQF 7).	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a Theko kgotsa Ditogamaano tsa pono.
Motlhankedi: Topo le Tsamaiso ya Dikonteraka	Dipoloma ya Bosetšhaba kgotsa Dikerii ya Supply Chain Management, Procurement, /Logistics kgotsa Public Administration kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Tsamaiso ya Tshenkelo. Maitemogelo a lephata la puso a tla nna tshiamelo ya tlaleletso.
Motsamaisi wa BID	Dipoloma ya Bosetšhaba kgotsa Dikerii ya Supply Chain Management, Procurement, Logistics kgotsa Public Administration kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a Tsamaiso ya Tshenkelo. Maitemogelo a lephata la puso a tla nna tshiamelo ya tlaleletso.
Motsamaisimogolwane: Ditheko	Dikerii ya Bachelor's ya Procurement Supply Chain Management (Maemo a NQF 7).	Palotlase ya dingwaga di le 8 tsa maitemogelo.
Motlhankedi: Tsamaiso ya Ditheko	Dipoloma ya Procurement kgotsa Supply Chain Management (Maemo a NQF 7).	Palotlase ya dingwaga di le 3 tsa maitemogelo.
Motsamaisi wa Ditheko	Dipoloma ya Adiministration kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 2 tsa maitemogelo.
Motsamaisi wa Khuduthamaga: Tsamaiso ya Matlotlo & Palotlotlo	Borutegi jwa Morago ga Kalogo jwa Finance, Accounting kgotsa jo bo tshwanang (Maemo a NQF 8).	Palotlase ya dingwaga di le 5 tsa maitemogelo a Palotlotlo le tsamaiso ya matlotlo.
Motsamaisimogolwane: Thulaganyo le Tekanyetsokabo	Dikerii B.Com Accounting kgotsa borutegi jo bo tshwanang. Borutegi jwa Morago ga Kalogo jwa Finance kgotsa jo bo tshwanang. CA(SA) kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B. Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo	Taolo ya Melelwane Molao wa Bothati, 2020, Molao wa Lekgetho la Lotseno wa SARS Molao wa Maemo a Motheo a Tiro Molao wa Tekatekano mo Tirong Molao wa Lekgethwana la Tlhabololo ya Bokgoni

Motsamaisi: Palotlotlo ya Tshenyegelo	Dikerii ya B.Com kgotsa borutegi jo bo tshwanang. Borutegi jwa morago ga kalogo jwa Matlotlo kgotsa jo bo tshwanang. CA(SA) kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B. Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo	Palotlase ya dingwaga di le 4-6 tsa maitemogelo ya palotlotlo, tshekatsheko le tsamaiso ya tekanyetsokabo.
Motsamaisi: Tekanyetsokabo	Dikerii ya B Com kgotsa e e tshwanang. Borutegi jwa Morago ga Kalogo jwa Matlotlo kgotsa jo bo tshwanang. CA(SA) kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B.Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo.	Palotlase ya dingwaga di le 5 tsa maitemogelo a palotlotlo, tshekatsheko le tsamaiso ya tekanyetsokabo.
Mmalatlotlo wa Tshenyegelo	Dikerii ya B Com kgotsa e e tshwanang. Borutegi jwa morago ga kalogo jwa Matlotlo kgotsa jo bo tshwanang. CA(SA) kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B. Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo	Palotlase ya dingwaga di le 3 tsa maitemogelo a palotlotlo, tshekatsheko le tsamaiso ya tekanyetsokabo. Diathikele tse di Feditsweng, maitemogelo a melao ya matlotlo (GAAP le GRAP) le kitso ya Molao wa Tsamaiso ya Matlotlo a Puso, 1999 (Molao No. 1 wa 1999).
Mmalatlotlo: Tekanyetsokabo	Dikerii ya B Com kgotsa e e tshwanang. Borutegi jwa morago ga kalogo jwa Matlotlo kgotsa jo bo tshwanang. CA(SA) kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B. Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo	Palotlase ya dingwaga di le 3 tsa maitemogelo a palotlotlo, tshekatsheko le tsamaiso ya tekanyetsokabo. Diathikele tse di Feditsweng, maitemogelo a melao ya matlotlo (GAAP le GRAP) le kitso ya Molao wa Tsamaiso ya Matlotlo a Puso, 1999 (Molao No. 1 wa 1999).
Motsamaisi: Tuelo	Dikerii ya B ya Finance, Accounting kgotsa Auditing (Maemo a NQF 7).	Palotlase ya dingwaga di le 5 tsa maitemogelo a Lephata la Matlotlo.

Motsamaisimogolwane: Matlotlo le Bobolokelo	Dikerii ya B Com kgotsa e e tshwanang. Borutegi jwa morago ga kalogo jwa Matlotlo kgotsa jo bo tshwanang. CA(SA),CFA kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B. Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo	Palotlase ya dingwaga di le 8 tsa maitemogelo a Bobolokelo, Kotsi ya Matlotlo le Banka.
Motsamaisi: Bobolokelo le go Bega	Dikerii ya B Com kgotsa e e tshwanang. Borutegi jwa morago ga kalogo jwa Matlotlo kgotsa jo bo tshwanang. CA(SA),CFA kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B. Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo	Palotlase ya dingwaga di le 5 tsa maitemogelo a Bobolokelo, Kotsi ya Matlotlo le Banka mo lephateng le le boletsweng.
Mmalatlotlo: Diakhaonto tse di Duelwang/tse di Amogelwang	Dikerii ya B Com kgotsa e e tshwanang. Borutegi jwa morago ga kalogo jwa Matlotlo kgotsa jo bo tshwanang. CA(SA) kgotsa CIMA (Adv. Dip ya MA kgotsa kwa godimo) e tla nna tshiamelo. Honors ya B. Com kgotsa Diathikele tse di Feditsweng e tla nna tshiamelo	Palotlase ya dingwaga di le 3 tsa maitemogelo a palotlotlo, tshekatsheko le tsamaiso ya tekanyetsokabo. Diathikele tse di Feditsweng, maitemogelo a melao ya matlotlo (GAAP le GRAP)le kitso ya Molao wa Matlotlo a Puso, 1999 (Molao No. 1 wa 1999).
Tsamaiso ya Tshegetso & Tlameo		
Motsamaisi wa Khuduthamaga: Tsamaiso ya Tshegetso & Tlameo	Dikerii ya Bachelor's (Maemo a NQF 7) ya nngwe ya tse di latelang: Information Technology, Computer Engineering, Computer Science.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisibogolwane; le Palotlase ya dingwaga di le 8 tsa maitemogelo a Tsamaiso ya IT, Boenjineri jwa IT, Didirisiwa tsa ICT.
Motsamaisimogolwane: Tirelo ya Tshegetso ya ICT	Dipoloma e e kwa Godimo kgotsa B-Degree (NQF 7) ya Computer Science, Information Technology kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a tiro ya ICT; le palotlase ya dingwaga di le 5 tsa botsamaisi.
Motsamaisi: Kantoro ya Tirelo ya ICT	Dipoloma e e kwa Godimo kgotsa B-Degree ya Computer Science, kgotsa lephata le le amanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a tiro ya ICT; le palotlase ya dingwaga di le 3 tsa maitemogelo a botsamaisi.

Motsamaisi: Tshegetso ya Thekinikale ya ICT	Dipoloma e e kwa Godimo kgotsa B-Degree ya Computer Science, kgotsa lephata le le amanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo a tiro ya ICT; le palotlase ya dingwaga di le 3 tsa maitemogelo a botsamaisi.
Baemedi ba Kantoru ya Tirelo ya ICT	Setifikeiti ya Setlhophu sa 12 kgotsa Maemo a NQF 4.	Palotlase ya dingwaga di le 1-3 tsa maitemogelo a lephata la kantoru ya tirelo ya IT.
Moenjinere wa ITC wa Kgokaganyo ya Tshegetso ya Thekinikale	Dikerii ya Bachelor's (maemo a NQF 7) ya nngwe ya e le nngwe ya tse di latelang: Information Technology, Computer Engineering, Computer Science kgotsa borutegi bongwe le bongwe jo bo amanang le tsona.	Palotlase ya dingwaga di le 8 tsa maitemogelo a Tsamaiso ya IT, Boenjinere jwa IT Kgokaganyo ya ICT le Pabalesego, Pabalesego ya dithulaganyo tsa ileketeroniki.
Moenjinere: Tshegetso ya Thekinikale ya ICT ya dilo tse di Tshwaregang	Dikerii ya Bachelor's (maemo a NQF 7) ya e le nngwe ya tse di latelang: Electronic Engineering, Computer engineering, Computer Science kgotsa borutegi bongwe e bongwe jo bo amanang.	Palotlase ya dingwaga di le 6 tsa maitemogelo a tshegetso ya Tlhagiso ya dilo tse di tshwaregang tsa ICT.
Moenjineri Tshegetso ya Didirisiwa tsa ICT	Dikerii ya Bachelor's (maemo a NQF 7) ya e le nngwe ya tse di latelang: Electronic Engineering, Computer Engineering, Computer Science kgotsa borutegi bongwe le bongwe jo bo amanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Ditiro tsa ICT, Boenjineri jwa IT, le Tiriso ya ICT.
Tsamaiso ya Tiriso & Thulaganyo		
Motsamaisi wa Khuduthamaga: Tsamaiso ya Tiriso & Thulaganyo	Dikerii ya Bachelor's (maemo a NQF 7) ya e le nngwe ya tse di latelang: Information Technology Computer Engineering, Computer Science kgotsa borutegi bongwe le bongwe jo bo amanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisibogolwane jwa Tsamaiso ya IT, Boenjineri jwa IT, Tiriso ya ICT.
Motsamaisimogolwane: Didirisiwa tsa ICT	Dikerii ya Bachelor's ya computer science, information technology, kgotsa lephata lengwe lengwe le le amanang. Dikerii ya Master's ke tshiamelo ya tlaleletso.	Palotlase ya dingwaga di le 10 tsa maitemogelo a didirisiwa tsa ICT; le palotlase ya dingwaga di le 3-5 tsa maitemogelo a tsamaiso ya Didirisiwa.
Motseneledi wa Didirisiwa	Dikerii ya Bachelor's ya Computer Science, Information Technology kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a tiro ya Didirisiwa tsa IT.

Motseneledi: Pabalesego ya Kgokaganyo	Dikerii ya Bachelor's (maemo a NQF 7) ya nngwe ya e le nngwe ya tse di latelang: Information Technology, Computer Engineering, Computer Science kgotsa borutegi bongwe le bongwe jo bo amanang le tsona.	Palotlase ya dingwaga di le 5 tsa Tsamaiso ya IT, Boenjineri jwa IT, Kgokaganyo ya ICT le Pabalesego, Pabalesego ya Dithulaganyo tsa Iketeroniki.
Moenjinere wa Ditlhaeletsano	Dikerii ya Bachelor's ya Electrical Engineering, Computer Science, Software Engineering, Systems engineering, kgotsa information systems.	Palotlase ya dingwaga di le 4 go ya go le di le 6 tsa maitemogelo.
Motseneledi: Tshegetso ya Ditiriso	Dikerii (maemo a NQF 7) ya e le nngwe ya tse di latelang: information Technology, Computer Engineering, Computer Science kgotsa borutegi bongwe le bongwe jo bo amanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Ditiro tsa ICT, Boenjineri jwa IT, Tiriso ya ICT.
Motsamaisi wa Ditiro tsa Tatabeisi.	Dikerii ya Bachelor's ya Computer Science, Information Technology kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo jaaka Motsamaisi wa Tatabeisi.
Motseneledi: Thulaganyo ya Topo	Dikerii ya Bachelor's (Maemo a NQF 7) ya computer science, information technology, business administration, kgotsa lephata le le amanang.	Palotlase ya dingwaga di le 4-6 ya maitemogelo a tsamaiso ya topo kgotsa tshekatsheko ya kgwebo mo lephateng la IT.
Motseneledi: Tshwaraganyo ya Thulaganyo	Dikerii ya Bachelor's ya Computer Science, Information Technology kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a ditsamaiso ya tshwaraganyo.
Motsamaisi wa Tlhabololo ya Tatabeisi	Dikerii ya Bachelor's ya Computer Science, Information Technology, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo jaaka Motsamaisi wa Tatabeisi.
Motsamaisi wa Porojeke wa ICT/ Motsamasi wa Scrum	Borutegi jwa maemo a NQF7 kgotsa borutegi jo bo tshwanang mo lephateng la Tsamaiso ya Porojeke.	Palotlase ya dingwaga di le 4-6 tsa maitemogelo mo lephateng le le tshwanang (a dingwaga di le 3 e leng maemo a tebelelo) mo lephateng Tsamaiso ya Porojeke mo lephateng la IT le le raraaneng le lephata la kgwebo.
Mogokaganyi wa Porojeke	Dipoloma ya Project Management kgotsa Certified Associate Project Management, kgotsa Borutegi jo bo tshwanang jwa Project Management.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo jaaka Mogokaganyi wa Porojeke.
E nngwe		

Mogokaganyi wa Katiso	Dipoloma ya Thuto, Katiso le Tlhabololo, HR, kgotsa e e amanang.	Palotlase ya dingwaga di le 2-3 tsa maitemogelo a kgokaganyo/tsamaiso ya katiso.
Motsamaisi wa Khuduthamaga: Togamaano le go Busa ga ICT	Dikerii ya Bachelor's (maemo a NQF 7) ya nngwe ya e le nngwe ya tse di latelang: Information Technology, Computer Engineering, Computer Science kgotsa borutegi bongwe le bongwe jo bo amanang le tsona. Dikerii e e maleba ya morago ga Kalogo jaaka tshiamelo.	Palotlase ya dingwaga di le 5 tsa maitemogelo a maemo a botsamaisibogolwane jwa Tsamaiso ya IT, Boenjineri jwa IT, Kgokaganyo ya ICT le Pabalesego, le Pabalesego ya Dithulaganyo tsa ileketeroniki.
Motsamaisimogolwane: Togamaano ya ICT le Boagiteke/Boagi	Dikerii ya Bachelor's (Maemo a NQF 7) ya computer science, information technology kgotsa lephata le le amanang.	Palotlase ya dingwaga di le 8-10 tsa maitemogelo a maemo a togamaano ya ICT (a dingwaga di le 3-5 e tshwanetseng go nna mo maemo a tsamaiso kgotsa botsamaisibogolwane).
Motsamaisimogolwane: Go Busa & Pabalesego	Dikerii ya Bachelor's ya Information Systems le Management kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 8 go ya go di le 10 tsa maitemogelo.
Boagiteke jwa Kgwebo	Dikerii ya Bachelor's ya Computer Science, Information Technology, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 8 tsa maitemogelo a tiro a a tlhokegang jaaka Moagiteke tsa Kgwebo.
Motseneledi: Thekenoloji ya tsamaiso ya tshekatsheko ya tshedimisetso & Tshekatsheko	Dikerii ya Bachelor's ya Computer Science, Information Technology Mathematics Statistics, Engineering, Actuarial Science, Economics, Finance, Business Analytics kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo a Tshekatsheko ya Tshedimisetso kgotsa Thekenoloji ya tsamaiso ya tshekatsheko ya tshedimisetso.
Mosekaseki wa Kgwebo	Dikerii ya Bachelor's ya Computer Science, Information Technology, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 5 tsa maitemogelo jaaka mosekaseki wa kgwebo
Motseneledi: Pabalesego ya Dithulaganyo tsa Ileketeroniki	Dikerii ya Bachelor's ya Computer Science, Information Technology, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 3-5 tsa maitemogelo a tiro ya maemo a Pabalesego ya Dithulaganyo tsa Ileketeroniki/IT.
Motseneledi: Kotsi ya ICT & Kobamelo	Dikerii ya Bachelor's ya Computer Science, Information Technology, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 8 tsa maitemogelo a a maleba a Go Busa le Kotsi ya ICT le Kobamelo

Mothusa Tshegetso ya Kgwebo	Dipoloma ya Bosetšhaba ya Information Technology/Business Management/Office Management le Technology, kgotsa borutegi jo bo tshwanang.	Palotlase ya dingwaga di le 3 tsa maitemogelo a maemo a a tshwanang.
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MAMETLELELO YA C

MOLAWANA WA BOITSHWARO

1. Boitshwaro ka kakaretso

Motlhankedi o tshwanetse go—

- (a) tlotla le go obamela Molaotheo fa a diragatsa ditiro tsa gagwe;
- (b) go ikanyega mo Rephaboliking le go baya dikgatlhego tsa setšhaba kwa pele fa a dira ditiro tsa gagwe;
- (c) Obamela peomolao e e dirang mo tiragatsong ya molao wa melelwane;
- (d) diragatsa ka boikanyego dipholisi tsa puso le ditaelo tse di mo molaong tsa baokamedi ba gagwe; le
- (e) dirisana le ditheo tsa puso tse di maleba tsa tiragatso ya molao, Pabalesego le botlhodi.

2. Kamano le setšhaba

Motlhankedi o tshwanetse go—

- (a) rotloetsa kopano le tshiamo ya setšhaba sa Aforikaborwa mo go direng ditiro tsa gagwe;
- (b) tlotla le go sireletsa seriti sa motho mongwe le mongwe le ditshwanelo tsa gagwe jaaka di le mo Molaotheong;
- (c) direla setšhaba mokgwa o o sa gobeleteng le go se tseye letlhakore;
- (d) dira ka mokgwa o o tsenyang le go tshola boikanyo jwa setšhaba mo Bothating;
- (e) go nna le botho, thusa le go fitlhelesega go go amogelesegile fa a dirisana le setšhaba;
- (f) tsaya tsia maemo le matshwenyego a setšhaba fa a dira ditiro tsa gagwe le fa a dira ditshwetso tse di ba amang;
- (g) go ineela ka tirelo e e mo nakong go tlhabololo le go tsholetsa maAforikaborwa otlhe; le

- (h) go amogela tshwanelo ya setšhaba ya go fitlhelela tshedimosetso, go sa akarediwa tshedimosetso e e sireleditsweng ka totobalo ke molao.

3. Boitshwaro jo bo siameng

Motlhankedi

- (a) ga a tshwanela go amogela, kopa kgotsa amogela tuelo epe, jaaka go tshalositswe mo karolo 1 ya Molao wa Thibelo le Twantsho ya Ditiro tsa Bobodu wa 2004 (Molao wa No. ya 12 wa 2004), go tswa go motlhankedi mongwe le mongwe kgotsa motho mongwe le mongwe go go duelela go dira kgotsa go se dire ditiro tsa gagwe;
- (b) ga a tshwanela go dira kgwebisano kgotsa tiro nngwe le nngwe e e kgatlhanong kgotsa e e tlolang tiragatso ya ditiro tsa gagwe;
- (c) ga a tshwanela go dira kgwebo le setheo sengwe le sengwe sa puso kgotsa a nne mokaedi wa setlamo se se dirang kgwebo le setheo sa puso;
- (d) ga a tshwanela go dirisa kgotsa go senola tshedimosetso nngwe le nngwe ya semmuso gore a amogele madi kgotsa ba bangwe ba amogele madi;
- (e) ga a tshwanela go amogela mpho nngwe le nngwe go tswa go motho mongwe le mongwe mo nakong e a thapilweng ka yona;
- (f) o tshwanetse go ikogela morago mo kgatong nngwe le nngwe ya semmuso kgotsa mo tsamaisong ya go dira ditshwetso e e tla dirang gore a bone pelo ka tsela e e sa siamang mme o tshwanetse go e senola ka tshwanelo ka bonako go mookamedi wa gagwe;
- (g) O tshwanetse go begela bothati jo bo maleba ka bonako, tsietso, bobodu, go thapa ka losika, tsamaiso e e sokameng, kgotsa kgato nngwe le nngwe e e leng tlolomoalo (go akaretse, fela go sa lekaneydiwa, tlolomolao ya bosenyi) kgotsa e e gobeletang dikgatlhego tsa setšhaba e ba e utlwang ka nako ya tiro ya gagwe kwa Bothating;
- (h) ga a tshwanela go rata balosika le ditsala mo ditirong tse di amanang le tiro ya gagwe le go dirise botlhaswa dithata tsa gagwe kgotsa go tlotlheletsa motlhankedi yo mongwe, kgotsa go se tlotlhelediwe go dirisa botlhaswa dithata tsa gagwe;

- (i) dirisana ka tshiamo, boporofešenale le ka tekatekano le batlhankedi ba bangwe botlhe kgotsa maloko a setšhaba, go sa kgathalesege lotso, bong, tshimologo ya morafe le loago, mmala, semelo sa bong, dingwaga, bogole, bodumedi, kemo ya sepolotiki, segakolodi, tumelo, setso kgotsa puo; le
- (j) tlogela ditiro tsa makoko a dipolotiki mo tirong.

4. Tiragatso ya ditiro

Motlhankedi o tshwanetse go—

- (a) leka go fitlhelela maithomo a Bothati ka tsela e e somarelang madi le mo kgatlhegong ya setšhaba;
- (b) nna le boithlamedi mo kakanyong le fa a dira ditiro tsa gagwe, batla ditsela tsa boithlamedi go rarabolola mathata le go oketsa nonofo le bokgoni ka molao;
- (c) go nna mo nakong fa a dira ditiro tsa gagwe tsa semmuso;
- (d) dira ditiro tsa gagwe ka mokgwa wa boporofešenale le bokgoni;
- (e) dirisana ka botlalo le batlhankedi ba bangwe go tsweletsa kgatlhego ya setšhaba;
- (f) ikanyega le go rwala maikarabelo fa a dira ka matlole a puso le go dirisa thoto ya Puso le didirisiwa tse dingwe ka nonofo, le fela ka maikemisetso a a dumeletsweng semmuso;
- (g) dirisa mekgwa e e maleba go samagana le dingongorego dingwe le dingwe kgotsa go dira ditlhagiso;
- (h) ineela mo tlhabololong e e siameng, thotloetso le tiriso ya batlhankedi ba ba ikarabelang mo go ene le go rotloetsa dikamano tse di siameng tsa tiro le tsa gareng ga batho;
- (i) tsenela katiso le tlhabololo;
- (j) rotloetsa tsamaiso e e siameng, kgonang, nonofileng, e e senang bofitlha le e e rweleng maikarabelo;
- (k) neelana ka kgakololo e e nang le boikanyego le e e sa tseyeng letlhakore, e e ka ga tshedimosetso yotlhe e e teng e e maleba, fa a dira ditiro tsa gagwe tsa semmuso;

- (l) tlotla bophiri jwa merero ya semmuso, ditokomane le dipuisano;
- (m) fa a le mo tirong, apara le go itshola ka mokgwa o o tshwanelang motlhankedi wa Bothati;
- (n) Begela Mokomišenara ka bonako go se obamele gongwe le gongwe ga Molao le peomolao nngwe le nngwe e Bothati bo tlhokegang go e dirisa;
- (o) go se nwe dinotagi kgotsa sengwe le sengwe se se nang le tagi fa a le mo tirong kgotsa a ya tirong a tagilwe;
- (p) go se itlhagise ka tsela e e sa siamang kgotsa go dirisa leina kgotsa maemo a motlhankedi yo mongwe kgotsa motho yo mongwe go tlhotlheletsa ka tsela e e sa tshwanelang kgotsa e e sa siamang tsamaiso nngwe le nngwe ya go tsaya ditshwetso kgotsa go bona molemo o o sa tshwanelang; le
- (q) go se golole tshedimosetso ya semmuso mo setšhabeng kwa ntle ga tetla e e tlhokegang

5. Boikobo

- 5.1 Motlhankedi o tshwanetse go ikobela taolo nngwe le nngwe kgotsa taelo e a e neilweng ke mookamedi kgotsa motho yo o nang le bokgoni jwa go dira jalo: Fela motlhankedi ga a tshwanela go ikobela taolo kgotsa taelo e e seng ka fa molaong.
- 5.2 Fa go amogelesegileng gone mo maemong, motlhankedi o tshwanetse go balta gore taolo kgotsa taelo e e kailweng mo tema 5.1 e kwadiwe pele a ikobela yona.
- 5.3 Motlhankedi o tshwanetse go batla gore taolo kgotsa taelo eo e e kailweng mo tema 5.1, morago ga gore a ikobele yona e kwadiwe.