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ISetyhula: 0024/2017
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli nakumaSekela Balawuli (kwaNdlunkulu nakwii-ofisi zezithili), kuBaphathi beeSekethe nakwiiNtloko zamaziko emfundo

Isishwankathelo esifutshane: *Ukwazisa abaphathi/iisuphavayiza neenqununu ngomgaqo omtsha omalunga nokusetyenziswa kwekhefu elingahlawulelwayo.*

Isihloko: Ukuqaliswa kwekhefu elingahlawulelwayo labasebenzi (loofitshala nabasebenzi benkonzo karhulumente abase-ofisini nabakumaziko)

1. Kukhunjuzwa bonke abaphathi/iisuphavayiza kunye neenqununu ukuba mabangenise iifom zekhefu zingadlulanga iintsuku ezili-14 emva kokusetyenziswa kwekhefu, ngokungqinelana nemigaqo yeeSetyhula 0005/2012 kunye no-0024/2014, yomhla we-10 Februwari 2012 neyowe-11 Juni 2014 ngokwahlukeneyo. Le mbalelwano inenjongo yokuphinda kwakhona kwanokubethelela imigaqo yezi setyhula.
2. ISebe leMfundo leNtshona Koloni (WCED) lifumana imibuzo engena ingenile isuka kubasebenzi befuna ukuqonda izizathu zokuba batsalelwe kwimivuzo yabo yekhefu elingahlawulelwayo (*leave without pay*), seladlulayo ixesha lasetyenziswayo ikhefu elo. Kwiimeko ezininzi ezinjalo isicelo sekhefu besingabi nakucetyiswa ngumphathi/yisuphavayiza okanye yinqununu ngezizathu ezahlukeneyo, xa umsebenzi eneentsuku zekhefu anazo ezinganelanga. Ngaphezulu, kukho kwakhona imibuzo apho imivuzo yabasebenzi ababenze ngesiquphe isicelo sekhefu elingahlawulelwayo singakhange siqunyanyiswe, nto ke leyo eyakhokelela kwintlawulo yomvuzo egqithisileyo endaweni yokufumana ikhefu elingahlawulelwayo.
3. Khon' ukuze kuphuculwe inkqubo nelinge lokubuyiselwa kweentlawulo zemivuzo ezigqithisileyo lingadlulanga ithuba lexesha eliqingqiweyo, kucelwa abaphathi/iisuphavayiza neenqununu ziqaphele le nkqubo ilandelayo:

- 3.1 Nasiphi isicelo sekhefu elingacetyiswanga kufuneka, ngokukhawulezileyo, singeniswe kwiWCED nje ukuba sifumaneka, kodwa kungadlulwa kwiintsuku eziyi-14 ezikhankanywe kwiisetyhula ezingentla. Luxanduva lomphathi/lwesuphavayiza okanye lwenqununu ukwazisa umsebenzi ukuba ikhefu alicetyiswa kwanezizathu zoko. Ngaphezulu, kucelwa abaphathi/iisuphavayiza neenqununu zinike iWCED iinkcukacha zoqhagamshelwano zomsebenzi ochaphazelekayo (idilesi ye-imeyili nenombolo yeselula).
- 3.2 Oku kuya kwenza iWCED iqalise ngekhefu elingahlawulelwayo kungalityaziswanga kwanokwenza amalungiselelo okubuyiselwa kwemali.
- 3.3 Ukuba umsebenzi uneentsuku zekhefu ezinganelanga, waphula umgaqo weeveki eziyi-8 kunye/okanye ukuba akukho bungqina, kuya kuqaliswa kwangoko ngekhefu elingahlawulelwayo kwiPERSAL ukwenzela ukuba kubuyiselwe intlawulo yomvuzo egqithisileyo.
- 3.4 Ngokumalunga nezicelo zekhefu elingahlawulelwayo lethuba elide (umzekelo ikhefu lokufunda elingahlawulelwayo, ukutyelela kumazwe aphesheya, ukwandiswa kwekhefu lokukhulelwa, njl. njl.) elo khefu linjalo liya kuqwalaselwa kuphela ukuba isicelo senziwe kwisithuba seenyanga ezintathu kwangaphambili, ukwenzela ukuba iWCED ikwazi ukulungiselela ukumiswa komvuzo kwithuba lexesha elo kwenziwe isicelo salo.
- 3.5 Ngokufanayo, naliphi ikhefu lokhubazeko olungesosigxina (*temporary incapacity leave*) elivunye yiWCED, kungakhathaliseki nokuba lithuba lexesha elifutshane okanye elide, liya kuqaliswa kwiPERSAL khon' ukuze kubuyiselwe intlawulo yomvuzo egqithisileyo lingadlulanga ixesha eliqingqiweyo njengoko kuchaziweyo kumgaqo-nkqubo ongekhefu loKhubazeko noMhlala-phantsi ngenxa yeMpilo eNgentle (*Policy on Incapacity Leave and Ill-Health Retirement (PILIR)*).
- 3.6 Abasebenzi baya kwaziswa ngekhefu elinikwa ngaphandle kwentlawulo (kuwo onke amanqanaba) liCandelo lamaLungelo aVela eMsebenzini emva koko kulandele ileta ekhutshwa liCandelo loLawulo lweMicimbi yezeMali ibachazela ngesixa sentlawulo yomvuzo egqithisileyo kwaneenkukacha ezimalunga nokubuyiselwa kwayo. Abasebenzi banikwa ithuba emva kokukhutshwa kweleta nganye (ziintsuku ezintlanu emva kweleta esuka kwiCandelo lamaLungelo aVela eMsebenzini neentsuku eziyi-30 emva kweleta esuka kwiCandelo loLawulo lweMicimbi yezeMali) ukulungiselela ukuvakalisa iinkxalabo zabo.
4. Okukule setyhula makwaziswe bonke abachaphazelekayo ukuze bakuthathele ingqalelo.

ISAYINWE: NGU -BK SCHREUDER
INTLOKO YESEBE LEMFUNDO
UMHLA: 2017-07-11