Isalathiso: 20170629-2499
12/1/7/1
Imibuzo: KwiiNtloko zoLawulo noKuphathwa

ISetyhula: 0048/2017
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kuBaphathi beeSekethe, kwiiNqununu nakooSihlalo bamabhunga olawulo

Isishwankathelo esifutshane: *Le setyhula inika amabhunga olawulo isikhokelo esingokumiselwa kwamaxesha esikolo.*

Isihloko: Isikhokelo samabhunga olawulo esingokumiselwa kwamaxesha esikolo

1. Le setyhula mayifundwe neSetyhula 0212/2003 kwakunye neMimiselo ephathelele kweZona Yure ziseZantsi zoKufundisa kwiVeki yeSikolo nganye nakuSuku lweSikolo ngalunye kwiZikolo zikaRhulumente eNtshona Koloni, (*Regulations relating to the Minimum Teaching Hours per School Week and School Day in Public Schools in the Western Cape),* eyapapashwa kwiSongezelelo kwiGazethi yePhondo 7065 ye-28 Novemba 2012, kunye nayo nayiphi na eminye imigaqo-nkqubo nemithetho echaphazelekayo.

2. ISebe leMfundo leNtshona Koloni (ISebe i*WCED*) liqaphele ukuba kukho iziphene ezithile ekuphunyezweni koMthetho weZikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996) (*South African Schools Act (SASA), 1996 (Act 84 of 1996*). Isiqendu 20(1)(f) seSASA sifuna ukuba ibhunga lolawulo lesikolo sikarhulumente limiselwe amaxesha osuku lwesikolo angqinelana nemiqathango esebenzayo yezengqesho yabasebenzi abasesikolweni.

3. Kufunyaniswe ngoku ukuba izikolo ezininzi kwiphondo azinayo imigaqo-nkqubo equka konke engamaxesha esikolo. Izikolo ezininzi zikhokelwa yimbono eqhelekileyo nesuselwa kwimbali ethile yokuba isikolo simele ukuqala ngo-08:00 yaye siphume ngo-14:30.

4. Injongo yesi sikhokelo siqhotyoshelweyo kukuncedisa amabhunga olawulo ekuqulunqeni imigaqo-nkqubo yawo eya kulungiselela iprogram yezemfundo epheleleyo yesikolo. ISebe iWCED linqwenela ukugxininisa ukuba esi sikhokelo

asenzelwanga kuqalisa usuku olude lwesikolo yaye asinyanzelekanga. Injongo yesi sikhokelo kukuba iSebe iWCED lizimisele ekunikeni inkxaso izikolo zethu zibenako ukomeleza ukufundiswa kwemfundo esemgangathweni eya kubangela ukuba bonke abafundi bafumane iziphumo ezisemgangathweni.

5. Iinqununu ngokomthetho zimele ukunika amabhunga olawulo ingcaciso neengcebiso ngemiba yemigaqo-nkqubo.

6. Akuba amabhunga olawulo ewuvumile ngokusemthethweni lo mgaqo-nkqubo ungamaxesha esikolo, makaqinisekise ukuba bonke abazali, ootitshala nabafundi bayaziswa ngawo phambi kokuba uphunyezwe.

7. Kucelwa wazise okukule setyhula onke amalungu ebhunga lolawulo, ootitshala nabafundi abachaphazelekayo ukuze bakuthathela ingqalelo.

ISAYINWE: NGU-BK SCHREUDER
INTLOKO: YESEBE LEMFUNDO
UMHLA: 2017-10-27

URhulumente weNtshona Koloni

EzeMfundo

ICandelo loCwangciso loLawulo noKuphathwa kwaMaziko

ISIKHOKELO SAMABHUNGA OLAWULO SOKUMISELWA KWAMAXESHA ESIKOLO

OKUBHALIWEYO **IKHASI**

1.	Intshayelelo	3
2.	Injongo	4
3.	Ekujongwe ukuba basebenzise olu xwebhu	4
4.	UMgaqo-sikhokelo wezoMthetho	4
5.	IMimiselo yezoMthetho	5
6.	Ukufakwa kwekharityhulam yasemva kwamaxesha okufundisa	12
7.	Imibandela ekujongenwe nayo ekumiselweni kwamaxesha esikolo	13

1. INTSHAYELELO

1.1 ISiqendu 16(1) soMthetho weZikolo zaseMzantsi Afrika sichaza ukuba ulawulo lwesikolo sikarhulumente ngasinye lukwigunya lebhunga lolawulo yaye ngokwesiqendu 16(3) salo Mthetho mnye ukulawulwa ngobuchule kwesikolo sikarhulumente makwenziwe yinqununu, phantsi koMthetho weZikolo zaseMzantsi Afrika naphantsi kwawo nawuphi na umthetho wephondo osebenzayo, yomibini ihlanganiswe ngumthetho-siseko wokujonga eyona mfuno iphambili yomfundi nesikolo.

1.2 ISiqendu 20(1)*(a)* soMthetho weZikolo zaseMzantsi Afrika, ka-1996 (uMthetho 84 ka-1996) uchaza ukuba "ibhunga lolawulo lesikolo sikarhulumente kufuneka likhuthaze ezona mfuno ziphambili (*best interests*) zesikolo kwanokusebenzela ukuqinisekisa uphuhliso lwaso ngokunika imfundo esemgangathweni yabo bonke abafundi esikolweni".

1.3 Ukuqinisekisa ukuba indyebo yexesha iyaqapheleka kwaye isetyenziswa kakuhle, olu xwebhu luya kunceda ibhunga lolawulo ekumiseleni ixesha elisondeleyo elifunekayo ukufundisa iprogram epheleleyo eqingqiweyo yezemfundo esikolweni ngokunamatheleneyo (*cohesive manner*).

1.4 Amabhunga olawulo amaninzi akazange athathe sigqibo ngalo mmiselo ubaluleke kakhulu kwisiqendu 20(1)*(f)* soMthetho weZikolo zaseMzantsi Afrika, ka-1996 (uMthetho 84 ka-1996), kodwa ebesoloko ekhokelwa sisiqhelo nommiselo ongabhalwanga wokuba isikolo siqala ngo-08:00 siphume ngo-14:30.

1.5 Ngenxa yoku, izikolo zikarhulumente ezininzi zisagxininisa kwixesha elingummiselo osezantsi ofunekayo ukufundisa kuphela ikharityhulam yezifundo yesikolo eqingqiweyo.

1.6. Owona mba uphambili ufuna ingqwalaselo, ngoko ke, asinguwo lowo wexesha: ngulowo wobume beziko, okanye 'isimo', sesistim yethu (esichazwa ngokwexesha) esingayibandakanyiyo imisebenzi esisiseko

nemisebenzi eluxanduva ephambili ukuphumeza iinjongo nezicwangciso zobuchule zemfundo (nezeziko).

2. INJONGO

Esi sikhokelo sibhalelwe ukuba:

- Sincede amabhunga olawulo ekufumaneni ulwazi olufanelekileyo lokumisela amaxesha esikolo;

- Sincede amabhunga olawulo ubuqu ekuqondeni amaxesha esikolo, wona angaphelelanga ekufundisweni kwekharityhulam;

- Sincede amabhunga olawulo ukumisela amaxesha esikolo ngokomthetho nemigaqo-nkqubo esebenzayo;

- Sincede amabhunga olawulo ekunike indawo ootitshala bokufundisa iiprogram zokufundisa abafundi abanezithintelo kwimfundo nokomeleza ikharityhulam kubafundi bazo zonke izigaba zokwazi; kunye

- Nokunceda amabhunga olawulo ekunikeni amathuba angaphezulu ngokwasentlalweni bonke abafundi ukuze babe nokuphuhla ngokupheleleyo.

3. EKUJOLISWE UKUBA BASEBENZISE OLU XWEBHU

Esi sikhokelo sisebenza kuzo zonke izikolo zikarhulumente eziseNtshona Koloni.

4. UMGAQO-SIKHOKELO WEZOMTHETHO

- UMthetho weZikolo zaseMzantsi Afrika, ka-1996 (uMthetho 84 ka-1996) (*South African Schools Act, 1996 (Act 84 of 1996*)

- UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, ka-1997 (uMthetho ka-1997) (*Western Cape Provincial School Education Act, 1997 (Act 12 of 1997*)

- UMthetho weMimiselo yeNgqesho yeNtsusa, ka-1997 (uMthetho 75 ka- 1997) (*Basic Conditions of Employment Act, 1997* (*Act 12 of 1997*)

- Imigaqo engeMimiselo neMiqathango yeNgqesho yooTitshala, eyayipapashwe kwiGazethi kaRhulumente No. 16814, yomhla we-13 Novemba 1995 (*Regulations regarding the Terms and Conditions of Employment of Educators, published in the Government Gazette No. 16814, dated 13 November 1995*)

- Imimiselo enxulumene neeYure zokuFundisa ezinguMlinganiselo oseZantsi kwiZikolo zikaRhulumente eNtshona Koloni, eyayipapashwe kwiGazethi yeSikhawu yePhondo No. 7065, yomhla we-28 Novemba 2012 (*Regulations relating to the Minimum Teaching Hours per School Week and School Day in Public Schools in the Western Cape, published in the Provincial Extraordinary Gazette No. 7065, dated 28 November 2012*)

- IMimiselo yezoLawulo yaBasebenzi, eyayipapashwe kwiGazethi kaRhulumente No. 19767 yomhla we-18 Februwari 1999 (*The Personnel Administrative Measures, published in the Government Gazette No. 19767 dated February 1999*)

- Umgaqo-nkqubo kazwelonke woKwenziwa kweeKhalenda zeZikolo zikaRhulumente eMzantsi Afrika njengoko wawupapashwe kwiGazethi kaRhulumente No. 38330 yomhla we-30 Januwari 2015 (*National policy for designing School Calendars for Public Schools in South Africa as published in the Government Gazette No. 38330 dated 30 January 2015*).

5. IMIGQALISELO YEZOMTHETHO

Xa kumiselwa amaxesha esikolo, ibhunga lolawulo maliqaphele okulandelayo:

5.1 UMthetho weZikolo zaseMzantsi Afrika, ka-1996 (uMthetho 84 ka-1996) (*South African Schools Act, 1996* (*Act 84 of 1996*)

(a) ISiqendu 20(1)*(f)* soMthetho weZikolo zaseMzantsi Afrika, ka-1996 (uMthetho 84 ka-1996), sinyanzelisa ibhunga lolawulo lesikolo sikarhulumente ukuba limisele amaxesha osuku lwesikolo kuthathelwa ingqalelo imiqathango yezengqesho.

(b) ISiqendu 20(1)*(a)* simisela ibhunga lolawulo ukuba kufuneka "lixhase ezona mfuno ziphambili zesikolo kwaye lizame nokuqinisekisa ukuphuhliswa kwaso ngokufundisa imfundo esemgangathweni kubo bonke abafundi esikolweni."

(c) Ngaphezulu, isiqendu 21(1)*(b)* sichaza ukuba ibhunga lolawulo livumelekile ukwenza isicelo kwiNtloko yeSebe ngokubhaliweyo, ukuba labelwe umsebenzi wokumisela ikharityhulam yasemva kwamaxesha okufundisa esikolo kwanokhetho lwezifundo ngokomgaqo-nkqubo wekharityhulam wephondo.

(d) Ukuvunywa kwesicelo eso kuxhomekeke kwingqiqo yothile.

5.2 Imimiselo enxulumene neMimiselo neMiqathango yeNgqesho yooTitshala epapashwe kwiGazethi kaRhulumente No. 16814, yomhla we-13 Novemba 1995

(a) UMmiselo 23(1)*(a)*(1) wale Mimiselo uchaza ukuba utitshala, esikolweni, uya kuba semsebenzini—

(i) ngexesha lokufundisa elimiselwe kwithayimthebhile ebonisa ikharityhulam okanye ixesha elivunywe ngumqeshi; kunye

(ii) namaxesha apho imisebenzi enjalo, engeyonxenye yethayimthebhile yesikolo, kodwa enxulumeneyo nemicimbi yesikolo eyenzeka khona.

(b) UMmiselo 23(2) uchaza ukuba "utitshala uya kuthi, ngethuba lomsebenzi waseburhulumenteni wakhe, anike ingqwalaselo epheleleyo yakhe kumsebenzi awunikiweyo yaye akasayi kuyenza into yokuba angabikho esikolweni sakhe ngethuba leeyure zomsebenzi waseburhulumenteni wakhe.

(c) Ngenxa yoku kungasentla, utitshala uthathwa njengosemsebenzini:

(i) Ngethuba lexesha lekharityhulam yezifundo emiselwa libhunga lolawulo;

(ii) Ngexesha lekharityhulam yasemva kwamaxesha okufundisa elivunywe yiNtloko yeSebe leMfundo; kunye

(iii) Neminye imisebenzi enxulumene nemicimbi yesikolo.

5.3 Imimiselo enxulumene neeYure zokuFundisa ezinguMmiselo oseZantsi ngeVeki yeSikolo nganye noSuku lweSikolo kwiZikolo zikaRhulumente eNtshona Koloni, iGazethi yeSikhawu kaRhulumente No. 7065, yomhla we-28 Novemba 2012

(a) UMphathiswa ojongene nemfundo eNtshona Koloni waye wenza le Mimiselo ingasentla eyapapashwa kwiGazethi yeSikhawu yePhondo, No. 7065, yomhla we-28 Novemba 2012 ngokungqinelana nesiqendu 63 (1)*(cC)* soMthetho weMfundo weZikolo zePhondo leNtshona Koloni, ka-1997 (uMthetho 12 ka-1997), ofundwa kunye neNkcazelo yeKharityhulam kaZwelonke.

(b) Imimiselo imisela ukuba iiyure zokufundisa ezingumlinganiselo osezantsi ngeveki ziya kuba—

(i) yi-23 yeeyure kwiBakala R no-1;
(ii) yi-25 yeeyure kwiBakala 2 - 3; kunye
(iii) Ne-27.5 yeeyure ukususela kwiBakala 4 – 12.

(c) Ezi yure zokufundisa zidweliswe kumhlathana *(b)* apha ngasentla aziwabandakanyi amaxesha ekhefu, ukucwangcisa, ezemidlalo, imisebenzi yokomeleza inkqubo yesikolo kunye nemisebenzi eyenziwa emva kweeyure zokufundisa.

(d) Kulindeleke ke ngoko ibhunga lolawulo nenqununu ukuba baqhube uthetha-thethwano kakuhle khon' ukuze kufumaneke elona thuba lexesha elifanelekileyo lokufundiswa kweprogram yemfundo yesikolo ngalo naluphi na usuku lwesikolo.

(e) Imimiselo ngaphezulu imisela ukuba iiyure zokufundisa kwisifundo ngasinye ngeveki njengoko kuchaziweyo kwiNkcazelo yeKharityhulam kaZwelonke. (Iinqununu mazinike amalungu ebhunga lolawulo le Mimiselo).

5.4 Umgaqo-nkqubo kazwelonke omalunga nokwenza iiKhalenda zeZikolo zikaRhulumente eMzantsi Afrika

5.4.1. Iiholide zezenkolo

Ngokumalunga nezikhumbuzo zezenkolo ezingachazwanga kwishedyuli 1 yoMthetho omalunga neeHolide zikaWonkewonke (*Public Holidays Act*), inqununu yesikolo inako, emva kokuba inikiwe imvume libhunga lolawulo lesikolo, ukucebisa iNtloko yeSebe ukuba isikolo sivale ukwenzela izikhumbuzo zezenkolo leyo ithile, kodwa oko kwenzeke kuphela apho isininzi sabafundi bangamalungu enkolo leyo.

Ukuvalwa kwezikolo ngenxa yezenkolo ngokwenqaku 5.4.1 apha ngasentla kuxhomekeke kule miqathango ilandelayo:

(a) Isikolo asinako ukuvala ngezizathu zenkolo iintsuku ezingaphezu kwezimbini enyakeni.

(b) Amabhunga olawulo makathathe isigqibo ngenkathalo enkulu malunga nendlela yokusebenzisa ezi ntsuku zimbini ngonyaka ezabelwe ezenkolo.

(c) Ingcebiso yenqununu ekubhekiselelwa kuyo kwinqaku 5.6.1 kufuneka inike iinkcukacha ngobungakanani (ngepesenti namanani) besininzi sabenkolo leyo ithile kwisikolo negama kwanomhla wesikhumbuzo sezenkolo (amagama nemihla yezikhumbuzo zezenkolo eziphantsi kwengqwalaselo (umzekelo, i-*Purim*, okanye i-*Diwali*, okanye i-*Eid*).

(d) Izikolo ngezikolo ezivalayo ngezizathu zezenkolo ngokwenqaku 5.6.1 maziqinisekise ukuba abafundi abashiyeki ngemva emsebenzini wabo ngenxa yokuvalwa kwesikolo eso.

5.4.2. Iintsuku zezemidlalo nezenkcubeko

5.4.2.1. Ubuninzi beentsuku zesikolo ezimbini ngonyaka zinokwabelwa izikolo ngenjongo yemisebenzi yezemidlalo nezenkcubeko.

5.4.2.2. Ibhunga lolawulo kufuneka lithathe isigqibo ngenkathalo enkulu ngendlela eziya kusetyenziswa ngayo ezi ntsuku zimbini ngonyaka.

5.4.2.3. Inqununu yesikolo, emva kokuba kunikwe imvume libhunga lolawulo lesikolo, mayenze ingcebiso kwiNtloko yeSebe leMfundo ukusebenzisa ezo ntsuku kwiziganeko zezemidlalo nezenkcubeko ezinxulumene nesikolo. Ngokumalunga nesikolo ngasinye, ii-ofisi zezithili mazigcine iirekhodi, eziya kuthunyelwa kwisebe lemfundo lephondo elichaphazelekayo kube kanye ngonyaka, ezibandakanya–

(a) inani lezicelo ezingenisiweyo ngezo ntsuku;
(b) izizathu ezinikiweyo zezicelo, kunye
(c) nenani lezicelo ezamkelweyo.

5.5 IMimiselo yezoLawulo yaBasebenzi (*Personnel Administrative Measures*), eyayipapashwe kwiGazethi kaRhulumente No.19767 nge-18 Februwari 1999

(a) Umlinganiselo wobungakanani bomsebenzi omiselweyo kubo bonke ootitshala unokufumaneka kwiMimiselo yoLawulo lwezaBasebenzi (*Personnel Administrative Measures*).

(b) Umhlathi 3.1*(e)* weSahluko A soxwebhu i-*Personnel Administrative Measures* uchaza ukuba utitshala ngamnye makanike ingxelo malunga neeyure zokusebenza ngqo eziyi-1800 ngonyaka, eziqulathe imisebenzi imisebenzi eqhubeka ngexesha losuku lwesikolo oluqingqiweyo kunye nemisebenzi engaphandle kosuku lwesikolo oluqingqiweyo.

(c) Imisebenzi eyenziwa ngosuku lwesikolo oluqingqiweyo, kudityenwe okanye kungadityenwanga nabafundi (ziiyure) (ezisixhenxe) (7):

(i) Ixesha lokufundisa elicwangcisiweyo;

(ii) Ukufundisa kwababambela abanye;

(iii) Imisebenzi eyongezelelweyo nemisebenzi enxalenye yekharityhulam;

(iv) Imisebenzi yokubeka abafundi esweni, enjengeyokujongana namabala kunye nemihlaba yesikolo, isohlwayo sokugcina umfundi eklasini ixesha elithile (*detention*), nepatroli yabafundi;

(v) Ezolawulo;

(vi) Imisebenzi yokusuphavayiza neyezolawulo; kunye

(vii) Imisebenzi yokuqeqeshelwa umsebenzi, enjengeentlanganiso, oomasifundisane, isemina kunye neenkomfa.

(d) Imisebenzi engaphandle kosuku lwesikolo oluqingqiweyo (emva kweeyure ezisixhenxe) (7)):

(i) Ukucwangcisa, ukulungiselela nokuvavanya;

(ii) Imisebenzi engaphezulu nemisebenzi eyinxenye yekharityhulam enjengezemidlalo nenkcubeko;

(iii) Imisebenzi enxulumene nokuqeqeshelwa umsebenzi enjengeentlanganiso (umz. zabasebenzi, ezabazali nebhunga lolawulo), oomasifundisane, iisemina neenkomfa; kunye

(iv) Nokuphuhliswa kwizakhono zomsebenzi.

(e) Umhlathi 3.2*(a)* weSahluko A i-*Personnel Administrative Measures* uchaza ukuba utitshala kulindeleke ukuba abe sesikolweni ngosuku lwesikolo oluqingqiweyo, ekungafunekanga ukuba lube nganeno kweeyure ezisixhenxe (7).

(f) Umlinganiselo osezantsi weeyure ezisixhenxe (7) ngosuku ukuya kwiiyure eziyi-35 ngeveki nomyingwe omalunga neeyure eziyi-1400 ngonyaka wesikolo ngamnye, nolingana neentsuku zesikolo eziyi-200.

(g) Ngaphezulu, umhlathi 3.2*(d)* uchaza ukuba utitshala kusenokufuneka ukuba aye kwiiprogram zophuhliso zokuqeqeshelwa umsebenzi, ukuya kutsho ubuninzi kwiiyure eziyi-80 ngonyaka ngamnye.

(h) Ezi program zophuhliso lwezakhono zomsebenzi oluqhubeka qho ziya kuqhutywa ngaphandle kosuku lwesikolo oluqingqiweyo okanye ngethuba leeholide zezikolo.

(i) Umqeshi uya kunika ubuncinane isaziso sekota enye seeprogram ezilolo hlobo eziya kuqhutywa ngethuba leeholide zesikolo.

(j) Iiyure ezikumyinge omalunga ne-320 ngonyaka ezingamiselwanga luxwebhu lomgaqo-nkqubo i-*Personnel Administrative Measures*, ekufuneka ukuba ootitshala banike iingxelo ngazo, zinokusetyenziselwa imisebenzi yokucwangcisa, ukulungiselela, ukuvavanya, ukuxhobisa abafundi abanezithintelo kwizifundo (*remediation*), ukunika ingxelo kwanezinye iiprogram eziqhubeka emva kwamaxesha eeklasi, ngokwesi Sikhokelo.

(k) Ukuqukumbela, nayiphi na imisebenzi eyenzeka emva kweeyure zokufundisa, njengoko ikhankanyiweyo kumhlathana *(d)*(ii) apha ngasentla, mayingadluli kwiiyure eziyi-320 ngonyaka, ezikhankanywe kumhlathana *(j)* apha ngasentla kwaye akufunekanga ukuba ziphazamisane neeyure eziyi-80 ngonyaka, ezikhankanywe kumhlathana (*g*) apha ngasentla, ekujongwe ukuba kuqhutywe uphuhliso lwezakhono zabasebenzi ngazo.

(l) Amabhunga olawulo acetyiswa, nakuba kunjalo, ukuba azithathele ingqalelo ezinye izinto ezininzi ezilindelekileyo xa bequlunqa iiprogram zabo eziqhubeka emva kweeyure zesikolo.

5.6 UMthetho ongeMimiselo esiSiseko yeNgqesho (*Conditions of Employment Act, 1997*)

(a) Kubalulekile ukuqaphela ukuba malunga neeyure eziyi-320 ezishiyekileyo, ekubhekiselelwe kuzo kummiselo 5.5*(j)* kufuneka zisetyenziswe ngendlela ehambelana ngokuthe mbo nezi ziqendu zilandelayo zoMthetho ongeMimiselo esiSiseko yeNgqesho (*Basic Conditions of Employment Act*):

(i) lSiqendu 9(1)*(b)* esichaza ukuba utitshala akufunekanga ukuba asebenze ngaphezu kweeyure ezilithoba (9) ngosuku olunye, ukuba kufuneka asebenze iintsuku ezintlanu (5) ngeveki;

(ii) lSiqendu 9(1)*(c)* esichaza ukuba utitshala akufunekanga asebenze ngaphezu kweeyure ezisibhozo (8) ngosuku olunye, ukuba kufuneka ukuba asebenze iintsuku ezintandathu (6) ngeveki; kunye

(iii) NeSiqendu 10(1)*(b)* esichaza ukuba utitshala akanakulindeleka ukuba asebenze iiyure ezingaphezu kwezilishumi (10) zeovathayim ngeveki.

5.7 UMgaqo-nkqubo ongokuLawulwa kwexesha loMsebenzi wooTitshala abasesikolweni, iSetyhula 0212 ka-2003 weSebe leMfundo leNtshona Koloni (*Policy for the Management of the Work time of school-based Educators, Circular 0212 of 2003 of the Western Cape Education Department*)

(a) UMhlathi 7(7) walo Mgaqo-nkqubo uphathelele kulawulo lwexesha lomsebenzi nobungakanani bomsebenzi wootitshala abasesikolweni ngokwe-*Personnel Administrative Measures* kunye nezigqibo ekuye kwathethwa-thethwana ngazo ze-*Education Labour Relations Council* (iBhunga lezeMfundo loLawulo loBudlelane phakathi koMqeshi noMqeshwa).

(b) Okubhaliweyo kwisetyhula makuhanjelwane nako ngokuthe mbo libhunga lolawulo njengoko lo mba uphantsi kwegunya leNtloko yeSebe.

(c) Ibhunga lolawulo linako, nakuba kunjalo, ukumisela ixesha elongezelelweyo kwixesha lokusebenza eliqingqiweyo lootitshala.

6. UKUBANDAKANYWA KWEKHARITYHULAM YASEMVA KWEEYURE ZOKUFUNDISA ZESIKOLO

6.1 Njengoko kuchaziweyo kumhlathi 5.1*(c)* ibhunga lolawulo linako, lisakuba lifumene imvume esuka kwiNtloko yeSebe, ukumisela ikharityhulam yasemva kweeyure zokufundisa zesikolo njengoko kubhekiselelweyo kumhlathana 5.5*(d)*(ii).

6.2 Inqununu, ibhunga lolawulo nekomiti yabaphathi besikolo mabacwangcise iprogram yekharityhulam yasemva kweeyure zokufundisa ngokunika ingqwalaselo okulandelayo:

(a) Iintsuku ezo umsebenzi lowo unikiweyo kufuneka uqhubeke ngazo, umz. ngeMivulo nangooLwezithathu;

(b) Ukuphindwa-phindwa kwemisebenzi, umz. qho ngeeveki ezimbini, kabini ngeveki, okanye kanye ngenyanga, kuxhomekeke kwinqanaba elo ukhuphiswano okanye imisebenzi eqhubeka kuwo, eya kugqiba ngobungakanani bexesha eliya kufuneka;

(c) Emva koko yaba imihla ethile ngeveki nganye nenyanga nganye enyakeni;

(d) Yaba amaxesha athile emva kwemini esetyenziswayo; umz. 14:45 – 16:00; uze

(e) wenze ishedyuli enezintlu ngezintlu yekota okanye yonyaka yemisebenzi yekharityhulam yasemva kokufundisa ize inikwe abo bafundi, abasebenzi kunye nabazali.

7. IMIBANDELA EKUJONGENWE NAYO EKUMISELWENI KWAMAXESHA ESIKOLO

7.1 Ubude bosuku lwesikolo kuya kwahluka, ngokuxhomekeke kwiimeko zesikolo eso, ezinjengezi:

(a) Ukufumaneka kwezakhiwo ezizezenu okanye ukusetyenziswa kwezakhiwo ezibolekiweyo okanye eziqeshisayo;

(b) Inqanaba apho isikolo sithatha inxaxheba size siqhube khona ukhuphiswano lwezemidlalo, njengesikolo —

(i) esidlala kwiligi ephezulu, okanye esithatha inxaxheba kumatheko ezenkcubeko anjengeepleyi zesikolo okanye ii-*Eisteddfods*, sisengafuna ukuya kutsho kwiiyure (ezintathu) 3 okanye (ezine) 4 ngeveki ukwenzela amaqela aso akudidi oluphezulu kwiqela leminyaka ngalinye okanye kwabo bankqubo yabo isemagqabini.

(ii) sisebenzisa imisebenzi yasemva kwexesha lokufundisa njengesixhobo sokunxibelelana nabanye kwanendlela

yokugcina abafundi bengekho sesitratweni, oko kunokwenziwa kusetyenziswa ixesha elingephi.

7.2 Eminye imibandela ekufuneka inikwe ingqwalaselo xa kumiselwa amaxesha okuqala nawokuphela kosuku lwesikolo:

(a) Ingaba abafundi bahlala kufutshane kangakanani na nesikolo sabo;

(b) Ingaba abafundi baya ngantoni esikolweni (uhlobo lwesithuthi);

(c) Ukuqalisa kwangethuba kwimeko yezikolo ezikwiindawo zabahlali abakufutshane nazo, ukuqalisa emva kwexesha kwimeko apho abafundi abaninzi abaxhomekeke ekuhambeni, khon' ukuze kulungiselelwe ixesha lokuhamba;

(d) Ukhuseleko lwabafundi, njengoko kukho ingozi kumntu nakwiindlela zokuziphatha zabafundi ukuba bafika kwangethuba kakhulu phambi kokuba isikolo siqale kunye/okanye ukuhlala kwabo ithuba elide emva kokuba isikolo siphumile; kunye

(e) Iiyure zokusebenza ezifanelekileyo zootitshala nemimiselo yezengqesho abaqeshwe phantsi kwayo.

7.3. Iindima neemfanelo zebhunga lolawulo ukubeka esweni ukuhambelana nomgaqo-nkqubo

Ibhunga lolawulo kufuneka:

(a) linike imvume ngobude bosuku lwesikolo;

(b) libuze imibuzo xa isikolo sikhutshwa phambi kwexesha ngaphandle kolwazi kunye nemvume yabo;

(c) linike imvume yokwenziwa kwayo yonke imisebenzi yasemva kwamaxesha okufundisa esikolo;

(d) liqinisekise ukuba kwenziwa ukuba abafundi babe sesikolweni yonke imihla;

(e) lifumane iingxelo kwinqununu ngako nakuphi na ukunxaxha okungakho ngenxa yongxamiseko;

(f) ukuqwalaselwa kwakhona kwexesha lesikolo ngokuthetha-thethana nenqununu (nekomiti yabaphathi besikolo) qho ukuphela konyaka.

7.4. Inqununu kufuneka:

(a) yazise ibhunga ngazo zonke izicwangciso ezingeeprogram eziyinxalenye yemisebenzi eyenziwa emva kwamaxesha okufundisa esikolo;

(b) iqiniseke ukuba abazali bayaziswa ubuncinane kanye ngekota kwangenxa engaphambili ngeprogram yasemva kwamaxesha okufundisa esikolo;

(c) yazise ibhunga lolawulo ngoko nangoko malunga nazo naziphi na izinxaxhi ezibangelwa yiyo nayiphi na imeko yezongxamiseko;

(d) yazise ibhunga lolawulo ngawo nawuphi umgaqo-nkqubo we*WCED* ochaphazela ubude bosuku lwesikolo;

(e) iqinisekise ukuba ixesha lesikolo kuhanjelwana nalo ngokuthe mbo ngawo onke amaxesha.