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Imibuzo: Iziko leeFoni

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Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe nakwiiNtloko zamaziko emfundo

Isishwankathelo esifutshane: *Le setyhula inenjongo yokwazisa bonke abasebenzi ngemibandela emayiqatshelwe xa kuqinisekiswa ukubasemthethweni kwencwadi yokugula kagqirha (medical certificate) nezizathu zokucela ingcaciso yokugula eyongezelelweyo.*

Isihloko: Ukuqinisekisa ukuba semthethweni kwencwadi yokugula kagqirha

1. Le setyhula ichaza imibandela emayiqwalaselwe xa kuqinisekiswa ukubasemthethweni kwencwadi yokugula kagqirha nezizathu zeSebe leMfundo leNtshona Koloni zokucela ingcaciso yokugula kagqirha eyongezelelweyo.

2. Le setyhula mayifundwe kunye nemimiselo i-*Personnel Administrative Measures (PAM*), epapashwe kwiGazethi kaRhulumente No. 39684 ye-12 Februwari 2016, i-*Determination and Directive on Leave of Absence in Public Service*, 2018 neSetyhula 0057/2003, yange-06 Matshi 2003.

3. Ukulungiselela iinjongo zekhefu lokugula eliqhelekileyo, iincwadi zokugula zikagqirha ezikhutshwe zasayinwa ngoogqirha bezonyango (*medical practitioners)* nabantu abaqinisekiselwe ukuxilonga nokunyanga izigulane, mababhalise kula mabhunga eengcali alandelayo:
   a) The Health Professions Council of South Africa (HPCSA);
   b) The Health Professions Council of South Africa (HPCSA); okanye
   c) Kwi-The South African Nursing Council.

4. Iinkcukacha zokubhalisa zoogqirha bezonyango (*medical practitioners*) zinokungqinisiswa kula mabhunga akhankanywe ngentla.

5. Incwadi yokugula kagqirha mayibe nale ngcaciso ilandelayo:
   a) I-inishiyali (ii-inishiyali) nefani, inombolo ugqirha abhalise okanye ayisebenzisayo kumsebenzi wakhe, idilesi namabanga emfundo kagqirha wonyango okhuphe incwadi yokugula kagqirha.

b) Igama lesigulane
c) Inombolo yePESALI yesigulane (ukuba kufanelekile).
d) Umhla nexesha lokuxilongwa
e) Ukuba ngaba ugqirha ukhupha incwadi yokugula ngenxa yengqwalaselo ayenzileyo ngethuba ebesixilonga ngalo isigulane okanye ngenxa yengcaciso efumanekayo esuka kwisigulane, oko makusekelwe kwizizathu zonyango ezamkelekileyo.
f) Inkcazelo ngesimo nobungakanani bokwendela kwesigulo okanye bomenzakalo ngokwentetho eqhelekileyo
g) Ukuba ngaba isigulane asikwazi ngokupheleleyo ukusebenza okanye ukuba ngaba isigulane siya kuba nako ukwenza imisebenzi ekhaphu-khaphu emsebenzini.
h) Ixesha kanye lekhefu lokugula elicetyiswayo.
i) Umhla wokukhutshwa kwencwadi kagqirha.

6. Ukuba ugqirha wezonyango usebenzisa iincwadi zokugula esele ziprintiwe kwangaphambili, amazwi angabhekisi kwisigulane makacinywe.

7. Amagosa ekugqithiselwe kuwo amagunya anyanzelekile ukuba amkele iincwadi zokugula zikagqirha ezingasichaziyo isimo nobungakanani bokwendela kwesigulo somqeshwa ngokumalunga nekhefu lokugula elithathwe ngethuba lomjikelo wekhefu lokugula. Nakuba kunjalo, umqeshi unokucela ingcaciso yezonyango echaza isimo nobungakanani bokwendela kwesigulo phambi kokunikwa kwesigulane ikhefu lokugula.

8. Ukulungiselela iinjongo zekhefu lokungakwazi ukusebenza okwethutyana ngenxa yokungaphili, umqeshi wamkela kuphela iincwadi zokugula zikagqirha ezikhutshwe zaza zasayinwa ziipraktishina ezibhaliswe kwi-*HPCSA* neziqinisekiswe ngokusemthethweni ekuxilongeni nasekunyangeni izigulane. Iincwadi zokugula zikagqirha ezilolu hlobo kufuneka (ukuba umqeshwa uyinikile imvume yakhe) ziquke isimo nobungakanani bokwendela kwesigulo okanye bomenzakalo womqeshwa.

9. Abaqeshwa mabaqiniseke ukuba umqeshi uya kuthi, ngokuhambelana namalungelo omgaqo-siseko obomi obubobakhe kwanomgaqo-nkqubo i-*Code of Conduct for the Public Service*, opapashwe ngokweSahluko kwi-*Public Service Regulations*, 2001, asingathe nayiphi na ingcaciso ephathelele kwimeko yokugula komqeshwa ngentlonipho eyimfuneko yaye ayigcine iyimfihlo ngawo onke amaxesha. Ingcaciso elolu hlobo ayiyi kuchazelwa nawuphi na umntu (abantu) ongagunyaziswanga ukuba makayifumane. Ukuba umqeshwa uchaza nayiphi na ingcaciso eyimfihlo yomnye umqeshwa kuye nabani na ongagunyaziswanga, oko kuya kujongwa ngeliso elibukhali yaye kuya kuthathwa namanyathelo ezoluleko ngomqeshwa owaphula imigaqo.

10. Kucelwa wazise okukule setyhula bonke abaqeshwa abachaphazelekayo ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-BK SCHREUDER
INTLOKO YESEBE LEMFUNDO
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