URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kwiiNqununu zezikolo zikarhulumente ezineemfuno ezizodwa nakuMalungu amabhunga olawulo

Isishwankathelo esifutshane: *Ukubonelelwa kwezikolo zikarhulumente zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2023.*

ISihloko: Ukubonelelwa kwezikolo zikarhulumente zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2023

1. **Inani lezithuba zootitshala ezabelwe izikolo ngo-2022**

1.1 Ngokwemiqathango yeNdlela eHlaziyiweyo yoLwabiwo lweZithuba (*Revised Post Distribution Model*), izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa mazikhutshelwe inani lezithuba zootitshala ezabelwa amaziko qho ngonyaka ungadlulanga owe-30 Septemba wonyaka ongaphambili. Ngoko ke, zonke izithuba zootitshala kunyaka wokufunda ka-2022 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo nezikolo zikarhulumente zemfundo eneemfuno ezizodwa, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2021, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharityhulam yezikolo), ziya kuphelelwa nge-31 Disemba 2022.

1.2 Amanani ezithuba zootitshala ezabelwe izikolo ngo-2023 aya kupapashwa kwi-*Central Education Management Information System (CEMIS)*, phantsi kwale linki *Administration (Establishments)*, nge-26 Agasti 2021.

2. **Indlela ezimi ngayo izithuba**

Ukuma kwezithuba neenkcazo kwiSigqibo soThetha-thethwano neMibutho (*Personnel Administration Measures) (PAM)* njengoko ipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 39684 yomhla we-12 Februwari 2016.

3. **Ukuhlelwa kwezikolo**

Izikolo zihlelwe ngokweMigaqo yoLawulo lwaBasebenzi (*Personnel Administration Measures) (PAM)* njengoko ipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 39684 yomhla we-12 Februwari 2016.

4. **Ukuzaliswa kwezithuba ezipapashiweyo**

4.1 Zonke izithuba esele zipapashiwe kuluhlu lwezithuba lweSebe iWCED zinokuzaliswa ngokusisigxina, ngokuxhomekeka ekubeni eso sithuba siyavela kwinani lezithuba zootitshala zika-2023 ezabelwe elo ziko.

4.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zika-2023 ezabelwe elo ziko, eso sikolo asinalungelo lakusifumana eso sithuba yaye eso sithuba siya kuthathwa njengesithuba esipapashwe ngempazamo.

4.3 Uhlala ungatshintshanga umgqaliselo wokuba isithuba esipapashiweyo (ngokukodwa isithuba sonyuselo-sikhundleni) sinokuzaliswa kuphela xa singadali sithuba sikatitshala ongaphezu kwemfuneko *(educator in excess)*.

4.4 Ukuba ithi inqununu nebhunga lolawulo babe noluvo lokuba inkcazo yesithuba esipapashiweyo ayisazanelisi iimfuno zekharityhulam yesikolo, bangacela i-ofisi yoMlawuli weCandelo lokuGaya nokuKhetha aBasebenzi, isithathe eso sithuba njengesipapashwe ngempazamo. Isicelo esilolu hlobo simele ukuhanjiswa nenkcazo ebanzi ecacisayo, esayinwe yinqununu kunye nangusihlalo webhunga lalawulo.

4.5 Ukuqinisekisa ukubakho kozinzo ngo-2023, iSebe iWCED lizimisele ukusebenzisa inkqubo yokutshintshwa kwemeko yengqesho (*conversion process*) ukuzalisa izithuba seNqanaba 1 *(Post Level 1 posts*) ngo-01 Januwari 2023 ongumhla ekuqeshwa ngawo.

5. **Ukuzaliswa kwezithuba zootitshalala ezixhaswa ngemali ngurhulumente *(vacant substantive posts)* ezingenamntu (ngokususela kumanani ezithuba zootitshala ezabelwe izikolo ange-26 Agasti 2022)**

5.1 ISebe i-WCED lisajongene neembopheleleko zezemali (*financial constraints)* kwiibhajethi ii-*Compensation of Employees (CoE) budgets* ukulungiselela iinkqubo-sikhokelo zenkcitho i-Medium Term Expenditure Frameworks zango-2022/23 ukuya ku-2024/25. Esinye sezicwangciso eziqalwaselweyo ngo-2022 ibe kukunciphisa igalelo lenkcitho ye-*CoE*, ngokuthi kulawulwe ngokusebenzayo ukusetyenziswa kootitshala abangaphezu kwemfuneko, nokubandakanya ukutshintshelwa kwisithuba esilingana neso utitshala akuso phakathi kwezikolo ezinezithuba zengqesho nokusebenzisa ootitshala abangaphezu kwemfuneko apho kuye kwakho imingeni emalunga nekharityhulam.

5.2 ISebe-iWCED liya kuphinda kwakhona liyiphumeze imiqathango yaye libeke esweni ngokusondeleyo ulawulo oluyimpumelelo nokusetyenziswa kootitshala abangaphezu kwemfuneko ngo-2023. Kuya kuthathwa la manyathelo alandelayo kweli thuba limisiweyo liqatshelweyo:

Imisebenzi yongenelelo ngoncedo	Ixesha elimisiweyo
Bonke ootitshala abangenako ukufakwa kwizithuba zango-2023 zootitshala ezilinani elabelwe izikolo bathathwa njengootitshala abangaphezu kwemfuneko.	02– 30 Oktobha 2022
Izithili ziqaphela izithuba ezifanelekileyo zootitshala abathathwa njengabangaphezu kwemfuneko ukulungiselela ukufakwa kwabo kwizithuba ngo-2023 yaye makubhungwe neenqununu/namabhunga olawulo ngokufakwa kwizithuba kootitshala abangaphezu kwemfuneko. lileta ezisemthethweni zokufakwa kwizithuba emazikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngemali ngo-2023.	02– 30 Oktobha 2022
Izithili zikhuphela uNdlunkulu iilisti zootitshala "abangaphezu kwemfuneko abangenako ukufakwa kwizithuba kwaNdlunkulu ukwenzela ukuba bafakwe kwizithuba ezikwizithili ngokubanzi (*cross-district placement)*.	31 Oktobha 2022
lileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngezimali ukwenzela u-2023.	01– 30 Novemba 2022
Ootitshala abangaphezu kwemfuneko abangenako ukumataniswa yaye bafakwe kwizithuba mabangabi yinxalenye yethayimthebhile yesikolo yango-2023.	08 Disemba 2022
Kwimeko yaxa izikolo zifuna ootitshala abongezelelweyo ngenxa yokwanda kwamanani abafundi, izithili ziya kuthethana neenqununu/namabhunga olawulo malunga nokufakwa kootitshala abangaphezu kwemfuneko. lileta ezisemthethweni zokufakwa kwizithuba ziya kukhutshelwa ootitshala abanako ukumataniswa nokufakwa kwizithuba.	18 Januwari 2023

5.3 Ootitshala esekuthiwe bangaphezu kwemfuneko, ngokususela kulwabiwo lwezithuba zootitshala lwangaphambili nangokungqinelana neenkqubo zangaphambili, nabasengaphezu kwemfuneko nangoku, baya kugcina loo meko yabo yokubangaphezu kwemfuneko (*retain their in excess status*). Imeko yaba titshala iya kusingathwa ngokulandela iimvumelwano ezikhoyo ngoku kunye nemibutho yabasebenzi neBhunga lezeMfundo lezoBudlelane eMisebenzini (*ELRC)*.

5.4 Ootitshala abaqeshwe isigxina bamele ukuqatshelwa njengabangaphezu kwemfuneko ngokweSigqibo 4 seBhunga lezeMfundo lezoBudlelane eMisebenzini (*ELRC)* sango-2016.

5.5 Iinzame zokufaka ootitshala abangaphezu kwemfuneko ziya kuqhubeka nakunyaka wokufunda ka-2023 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe i*WCED* nokuba iprofayili yootitshala abangaphezu kwemfuneko iyazifezekisa iimfuno zekharityhulam zesithuba (zezithuba) zootitshala ezingenamntu ezixhaswa ngemali.

5.6 **Ukuqeshwa kootitshala abatsha abafikayo *(new entrants)***

5.6.1 Esinye isicwangciso sokunqanda iindleko kwibhajethi i-C*oE budget* kukuqesha ootitshala abatsha abafikayo (*new entrants*) kumsebenzi wokufundisa endaweni yootitshala abasele behlawulwa ngemivuzo ekwiqondo eliphezulu. Ngokwenjenjalo siya kuba silungiselela ukuba kuqeshwe ootitshala abatsha kwiSebe i*WCED* yaye sifake igalelo ekuqeshweni kolutsha.

5.6.2 **Utitshala omtsha ofikayo** uchazwa njengomfundi okunyaka wokugqibela kunye/okanye nawuphi na utitshala ofumene iziqinisekiso zamabanga akhe emfundo kwiminyaka emithathu edlulileyo nongazange afumane thuba lokuqeshwa isigxina kwisithuba sikatitshala kwingqesho karhulumente. Eli qela libandakanya ootitshala ababefumene ibhasari yeFunza Lushaka.

5.6.3 Kwangaxeshanye, siyavuma ukuba izikolo zimele ukuba zizigayele ekugqibeleni oyena mntu ugqwesileyo ukwenzela isikolo eso. Ukwenzela ukuqinisekisa ukuba siyazingqinelanisa ngokufanelekileyo iimfuno ezahlukileyo, kucelwa iinqununu namabhunga olawulo , ukuba bathethane ngqo neNtloko yezeMfundo ngencwadi ebhaliweyo (bayithumele nakuMlawuli weSithili ochaphazelekayo ikopi), ukuba bakuchasa ngamandla ukuqeshwa kootitshala abatsha abafikayo abalolu hlobo ezikolweni zabo, baze balindele isiphumo sezikhalazo zabo. Izikhalazo ezilolu hlobo zimele ukungeniswa ubuncinane kwiiveki ezimbini phambi kokuba utitshala aqalise ukusebenza ukuvumela ukuba imeko nganye ithathelwe ingqalelo ngokufanelekileyo.

5.7 **Abanye ootitshala abanamabanga emfundo afanelekileyo**

Kuphela ngootitshala abanamabanga emfundo e-*REQV (Relative Education Qualification Value)* 13 okanye amabanga emfundo angaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu ezixhaswa ngemali. Le ofisi iya kuthathela ingqalelo ukuqeshwa kwabanye ootitshala kuphela xa ngaba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndidi zikhankanywe apha ngentla.

6. **Ukuzaliswa kwezithuba zootitshala**

6.1 Kuya kuqala kukhethwe ootitshala ngokulu luhlu lulandelayo ukufakwa kootitshala ezithubeni zootitshala ezongezelelweyo:

a) Ootitshala abangaphezu kwemfuneko
b) Ootitshala abatsha abafikayo
c) Abanye ootitshala abanamabanga emfundo afanelekileyo

6.2 Kuphela ngootitshala abanamabanga emfundo e-*REQV* 13 okanye amabanga emfundo angaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu nezongezelelweyo. Le ofisi iya kuthathela ingqalelo ukuqeshwa kwabanye ootitshala kuphela ukuba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndidi zikhankanywe apha ngentla. Izicelo zokuqeshwa kootitshala ngokungesosigxina (*temporary teachers*) kwezi ndidi zilandelayo, zifuna kufunyanwe imvume kwangaphambili kuMlawuli weCandelo lokuGaya nokuKhetha aBasebenzi:

a) Ootitshala abangaphezu kweminyaka eyi-65 ubudala;
b) Ootitshala ababekhe bayishiya inkonzo yengqesho karhulumente ngenxa yoku:
    i) umhlala-phantsi
    ii) ukulahla enkonzweni *(resignation)*
    iii) ukugula
    iv) ukuziphatha kakubi
    v) ukunyamalala okanye ukuqhwesha emsebenzini (*abscondence)*
c) Ootitshala abavela kumazwe angaphandle
d) Ootitshala abangaqeqeshwanga ngokufanelekileyo

6.3 Ii-ofisi ezithili kuphela zinokukuvuma ukutshintshelwa kwezinye izikolo kootitshala apho ukutshintshwa kuya kukhuthaza inkqubo yokusiwa kootitshala kwizithuba ezikwezinye izikolo (*process of redeployment*) o.k.t. apho ukutshintshwa kuya kubangela ukuthunyelwa kotitshala ongaphezu kwemfuneko kwisithuba esingenamntu esixhaswa ngemali. Lo mqathango ukwasebenza nakwiimeko apho ukutshintshwa kuya kuvumela ukuba utitshala omtsha ofikayo aqeshwe kwisithuba esivulekileyo esishiywe ngumntu ngenxa yokutshintshwa.

7. Yonke imibuzo emalunga nale setyhula nemithetho echaphazelekayo mayibhekiswe kubaphathi beesekethe.

8. Okuqulethwe yile setyhula makwaziswe bonke ootitshala namalungu amabhunga olawulo ukwenzela ukuba bakuthathele ingqalelo.

ISAYINWE: NGU-B WALTERS
INTLOKO: YESEBE LEMFUNDO
UMHLA: 2022-08-25