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URhulumente weNtshona Koloni

Inombolo yefayili: 3/3/4/2/3
Isalathiso: 20230412-3355

ISetyhula: 0012/2023
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoKunika iNkxaso kwiMfundo eneeMfuno eziZodwa eBandakanya bonke aBafundi, kumagosa eZithili, kwiiNqununu nakooSihlalo bamabhunga olawulo ezikolo zikarhulumente

Isishwankathelo esifutshane: *Ukuqonda nokuvumelana ngemigaqo yokhuseleko engokulawulwa kobundlobongela obenziwa ngabafundi nangabahlali kubaqeshwa lo gama besemsebenzini*

ISihloko: Ubundlobongela obenziwa ngabafundi nangabahlali kubaqeshwa lo gama besemsebenzini

1. **Injongo**
Injongo yale setyhula kukuba iSebe leMfundo leNtshona Koloni (iSebe i-WCED) limisele inkqubo emayilandelwe kwizehlo zobundlongela obenziwa ngakubaqeshwa ezikolweni nokucacisa imisebenzi eziimfanelo zabathathi-nxaxheba ngokungqinelana nemithetho echaphazelekayo.

2. **Inkqubo-sikhokelo yemithetho esebenzayo**

2.1 UMthetho weNgqesho yooTitshala *(Employment of Educators Act)*, 1998 (Act 76 of 1998), njengoko ufakelwe izilungiso.
2.2 ISetyhula 05 yomhla we-17 Februwari 2017, icacisa iindima zabantu abohlukileyo kwiimeko zezehlo zobundlobongela yaye icacisa ukuba izehlo zobundlobongela zimelwe ukuqwalaselwa ngokungxamisekileyo.
2.3 UMthetho i-*Occupational Health and Safety Act, 1993 (Act 85 of 1993)*, unika amanyathelo othintelo ukulungiselela izehlo zobundlobongela nakuba oku kungumsebenzi onzima kwezinye iindawo.
2.4 Ngokwe-*Compensation for Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993),* umqeshi makanike ingxelo ngokonzakala emsebenzini nangezigulo

nangoonobangela bezi zehlo kwiSebe lezeNgqesho neMisebenzi (*Department of Employment and Labour).*

2.5 INgcaciso eMfutshane yeeNkonzo zeZiko 03 ka-2009, yomhla we-24 Februwari 2009, icacisa ukuba amaxwebhu okwenzakala emsebenzini asemthethweni (*Injury on Duty documents)* makazaliswe zingadlulanga iintsuku ezisixhenxe yaye agqithiselwe kwiCandelo laMalungelo aVela kwiNkonzo.

3. **Izizathu ezamkelekileyo**

3.1 Ubundlobongela esikolweni bunyhasha ilungelo kwimfundo esisiseko nelokufunda kubafundi. Ngaphezu koko, bulubeka emngciphekweni ukhuseleko lootitshala, lwabanye abasebenzi kwezemfundo nolwabafundi, yaye ke ngoko bunefuthe elibi nakumgangatho wokufundisa nokufunda nentlalo-ntle yabo bonke abantu abasesikolweni.

3.2 Kwindawo eliziko lokufunda efana nesikolo, kungenzeka izehlo eziziindidi ezininzi zokuhlukunyezwa ezenziwa ngabafundi. Izehlo zokuhlukunyezwa ezilolu hlobo bezisoloko ngaphambili zingaxhaphakanga kangako, kodwa kule minyaka yakutshanje zandile ngokumandla izehlo zezoyikiso kukhuseleko lomzimba okanye kubomi babaqeshwa nobabanye abafundi.

3.3 Ukuxhaphaka okwandileyo kobundlobongela ngakubaqeshwa kubangela ukuhla komoya wokuzithemba. Oku kuya kuchaphazela ukufundisa nokufunda okuyimpumelelo.

4. **Imiba ngokubanzi**

4.1 Le migaqo yokukhuseleko yokulawulwa kobundlobongela obenziwa ngabafundi nangabahlali kubaqeshwa lo gama besemsebenzini, iqhotyoshelweyo iquka oku kulandelayo:

- Indima yeSebe i-WCED nabanye abathathi-nxaxheba kwizehlo zobundlobongela;
- Inkqubo emayilandelwe kwizehlo zokuhlaselwa kwabaqeshwa ngabafundi;
- Inkqubo emayilandelwe kwizehlo zokuhlaselwa kwabaqeshwa ngabahlali;
- Imiqathango yekhefu esebenzayo kubaqeshwa abangamaxhoba obundlobongela ezikolweni; kunye
- Neengcaciso-magama zeendidi zokuhlukunyezwa.

4.2 Iintloko zamaziko kunye/okanye abaphathi abachaphazelekayo kufuneka bazise bonke abasebenzi ngokuqulethwe yile setyhula naluxwebhu oluqhotyoshelweyo: *Ukuqonda nokuvumelana nemigaqo yokukhuseleko yokulawulwa kobundlobongela obenziwa ngabafundi nangabahlali kubaqeshwa lo gama besemsebenzini.*

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2023-01-23