URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Inombolo yefayili: 3/3/2/4/3
Isalathiso: 20230831-7637

Isetyhula: 0023/2023
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoQuquzelelo neNgcebiso ngeze-ISLES, kumagosa kwaNdlunkulu nakwii-ofisi zezithili, KwiiNqununu, kooTitshala nakubasebenzi abanika inkxaso kwezemfundo

Isishwankathelo esifutshane: *Inkqubo yokulawulwa kwezicelo zekhefu zokungabikho emsebenzini zomhla we-04 ukuya kowe-10 Agasti 2023 ngenxa yogwayimbo lweeteksi ze-SANTACO nezidubedube zasekuhlaleni.*

ISihloko: Amalungiselelo ekhefu lokungabikho emsebenzini ngethuba logwayimbo lweeteksi ze-*SANTACO* kunye nezidubedube zasekuhlaleni ukususela ngomhla we-04 ukuya kowe-10 ku-Agasti 2023 (ithuba lezidubedube)

1. Ngentsimbi ye-15:00 ngoLwesine, ngomhla we-03 Agasti 2023, umbutho i-*South African National Taxi Council (SANTACO)* wabamba ugwayimbo lweeteksi eNtshona Koloni waze wazirhoxisa ngoko nangoko zonke izithuthi zeteksi, ubashiya bedinga abakhweli. Ngenxa yezidubedube zasekuhlaleni, phantse zonke ezinye iindlela zothutho lwabakhweli ezindleleni nazo zaye zazirhoxisa iinkonzo okanye zenza iinkonzo ezingaphelelanga ngenxa yokoyika impindezelo ngokwenza iinkonzo zothutho lwabakhweli xa zingekho iiteksi ze-*SANTACO*.

2. Kwiintsuku zomsebenzi ezilandela umhla we-03 Agasti 2023 kuye kwakho ukwanda kwezenzo zokungaphangeli kwabasebenzi ngenxa yogwayimbo lweeteksi kunye nezidubedube zasekuhlaleni, okukhatshwa ziingxelo eziqinisekisiweyo zobundlobongela kwakunye nengcaciso engenabunyani kumaqonga onxibelelwano.

3. Ngokuhlwa kwangomhla we-10 Agasti 2023, i-*SANTACO* yalurhoxisa ugwayimbo lweeteksi. Oku kwaziswa ngokukhawuleza ngabathathi-nxaxheba abohlukeneyo kumaqonga onxibelelwano ahlukahlukeneyo.

4. Kuza kusebenza la malungiselelo alandelayo kwizicelo zekhefu lokungabikho emsebenzini ezinxulumene nexesha lezidubedube.

5. Isicelo sekhefu esifakwe ngaphambi nangethuba lezidubedube nangezinye izizathu ezingezizo ezogwayimbo lweeteksi/ezezidubedube zasekuhlaleni:
    a) Zonke iintlobo zezicelo zekhefu lokungabikho emsebenzini kwiintsuku zethuba lezidubedube, ezifakelwe izicelo phambi kogwayimbo lweeteksi/lwezidubedube zasekuhlaleni, ziya kuqwalaselwa ngokwesicelo esiyintsusa kwakunye nengcebiso yesuphavayiza/yomphathi.
    b) Zonke izicelo zekhefu lokugula nelokungaphili okwethutyana (*sick and temporary incapacity leave)* ezenziwe ngexesha lezidubedube ziya kuqwalaselwa ngolo hlobo.
    c) Isicelo sekhefu lonyaka esifakwe ngethuba lezidubedube singaqwalaselwa ngokutsha ngokuhambelana nomhlathi 6 okanye owesi-7 apha ngezantsi.

6. Amalungiselelo ezicelo zekhefu lokungabikho emsebenzini **kubasebenzi abasezi-ofisini** abafake izicelo zabo ngethuba lezidubedube ngenxa yezizathu ezinxulumene nogwayimbo lweeteksi/nezidubedube zasekuhlaleni:
    a) Ukuba isizathu esinikiweyo sokuthatha ikhefu sinxulumene nogwayimbo lweeteksi/nezidubedube zasekuhlaleni, abasebenzi abasezi-ofisini mabafake izicelo zekhefu elilodwa lolo suku (lezontsuku) okanye ithuba lokungabikho emsebenzini yaye banike ubungqina beemeko ezithintele ukuya emsebenzini ngokwesiqhelo. Obo bungqina bunokuxhaswa yingxelo efungelweyo ebhalwe phantsi phambi komfungisi. Abaphathi okanye iisuphavayiza, xa beqwalasela ukuvunywa nokungavunywa kwekhefu lokungabikho emsebenzini njengekhefu elilodwa, banokuqwalasela izicelo ezixhaswa yingxelo efungelweyo kuphela.

    b) Masithunyelwe isicelo sekhefu elilodwa kusetyenziswa ifom i-*Application for Leave of Absence form (Z1(a))* yaye mayithunyelwe kwiCandelo laMalungelo aVela kwiNkonzo, ukwenzela ukuba iqwalaselwe nguNks Jenny Williams, ungadlulanga owe-**27 Septemba 2023.**

7. Amalungiselelo ezicelo zekhefu lokungabikho emsebenzini **zabaqeshwa abasezikolweni (abaqeshwa benkonzo karhulumente nootitshala)** abafake izicelo ngexesha lezidubedube ngenxa yezizathu ezinxulumene nogwayimbo lweeteksi/izidubedube zasekuhlaleni:
    a) Ukuba isizathu esinikiweyo sokuthatha ikhefu sinxulumene nogwayimbo lweeteksi/izidubedube zasekuhlaleni, abaqeshwa abasezikolweni mabafake izicelo zekhefu elilodwa lolo suku (lezontsuku) okanye ithuba lokungabikho emsebenzini yaye banike ubungqina beemeko ezithintele ukuya emsebenzini ngokwesiqhelo. Obo bungqina bunokuxhaswa yingxelo efungelweyo ebhalwe phantsi phambi komfungisi. Iinqununu, xa ziqwalasela ukuvunywa nokungavunywa kwekhefu lokungabikho emsebenzini njengekhefu elilodwa, zinokuqwalasela izicelo ezixhaswa yingxelo efungelweyo kuphela.

b) Makufakwe isicelo sekhefu elilodwa kusetyenziswa ifom i-*Application for Leave of Absence form (Z1(a))* yaye mayifakwe kwi-*People Management Practices System (PMPS) ungadlulanga* owe-**27 Septemba 2023.** Ziyacelwa iinqununu ukuba zibeke esweni unxibelelwano kwi-*PMPS*, njengoko iimeko ezingalindelekanga zinokubangela utshintsho kwindlela yokuhanjiswa kwamaxwebhu. Ifom i-*Leave of Absence: School-based educators form (H.1)* MAYINGAsetyenziswa njengoko ingenzi malungiselelo ekhefu elilodwa. Iimpazamo ezikule fom kwabelwane ngazo neSebe leMfundo esiSiseko yaye iza kufumaneka yakuba inguqulelo elungisiweyo ipapashwe.

c) Abaqeshwa ezikolweni ebezivaliwe, njengoko kucacisiwe kwileta yeNtloko yeSebe leMfundo yowe-09 Agasti 2023, nangona ukuvalwa kwazo kwenzeke phambi kowe-09 Agasti 2023, abab andakanywanga kula malungiselelo ngezo ntsuku bezivalwe ngazo izikolo ngethuba lezidubedube.

8. Naliphi na ikhefu lokungabikho emsebenzini lichaphazela iimeko zemali yaye ngenxa yoko liphicothwa ngokumandla nguMphicothi-zincwadi Jikelele woMzantsi Afrika qho ngonyaka. Oku kwenziwa ngenxa yesi sizathu kwanokuba kuqinisekiswe ulawulo olulungileyo, apho iSebe leMfundo leNtshona Koloni (iSebe i-*WCED*) licela bonke abaqeshwa, iinqununu, iisuphavayiza nabaphathi abachaphazelekayo ukuba bakulawule ngenkuthalo ukuphazamiseka kweenkonzo okubangelwe lugwayimbo lweeteksi nezidubedube zasekuhlaleni. Zonke izicelo zekhefu ezifakiweyo ezivunyiweyo/ezingavunywanga mazixhaswe bubulungisa, kukuba nengqiqo kunye nonxibelelwano (ngembalelwano nangomlomo) nabasebenzi abachaphazelekayo

9. Amagosa eSebe iWCED eeZiko laBenzelwa iiNkonzo akwiZiko leeFoni nakwiziko i-*Walk-in Centre* axelelwe ngalo mba yaye akulungele ukuncedisa ngeengcebiso nezikhokelo.

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2023-09-11