URhulumente
weNtshona Koloni

ISebe leMfundo leNtshona Koloni
**IZiko leeFoni**
ICandelo eliyiNtloko loLawulo lweMicimbi yaBasebenzi
0861 819 919

Inombolo yefayili: 3/3/2/3/2
Isalathiso: 20230908-7877

ISetyhula: 0028/2023
Umhla wokuphelelwa: 31 Disemba 2023

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kuBaphathi beeSekethe, kwiiNtloko zawo onke amaziko emfundo nakuMalungu amabhunga olawulo

Isishwankathelo esifutshane: *Ukuvunywa kokutshintshwa kwengqesho yootitshala abakwizithuba zenqanaba 1*

**ISihloko: Ukuvunywa kokutshintshwa kwengqesho yootitshala abakwizithuba zenqanaba 1**

1. Le setyhula isebenza kuwo onke amaziko emfundo apha ngaphakathi kwiSebe leMfundo leNtshona Koloni (iSebe i-*WCED*)

2. Le setyhula mayifundwe kunye neSetyhula 0005/2019, yomhla we-05 Januwari 2019, iSetyhula 0020/2020, yomhla we-23 Julayi 2020, iSetyhula 0036/2022, yomhla we-22 Septemba 2022, neNgcaciso eMfutshane yeCandelo lokuGaya nokuKhetha aBasebenzi 0003/2019, yomhla we-29 Meyi 2019.

3. Njengangoku, iSebe i-*WCED* linootitshala abangaphezu kwe-8000 abakwizithuba zenqanaba 1 abaqeshwe ngokwemvumelwano yethutyana.

4. Uphononongo olwenziweyo kwiiprofayili zootitshala abaqeshwe ngokwemvumelwano yethutyana luqinisekise ukuba ootitshala abaninzi bezithuba zenqanaba 1 bafundisa kwizigaba nakwizifundo abangafanele kufundisa kuzo.

5. Ukuzama ukuqinisekisa ukubakho kozinzo kumaziko emfundo, kunikwa imvume apha yiNtloko yeSebe leMfundo yokutshintshwa kwengqesho yethutyana itshintshelwe kwingqesho esisigxina (*contract appointment to permanent appointment*) kuzo zonke izithuba zenqanaba 1 zootitshala abafundisa kwizigaba nakwizifundo abangafanele kufundisa kuzo nabasenkonzweni ukususela ngowe-01 Oktobha 2023.

6. Ootitshala abanamabanga emfundo afanelekileyo abafundisa kwizigaba nakwizifundo abangafanele kufundisa kuzo, kodwa abasele beqeshwe njengabasisigxina kwakunye nabo baya kuqeshwa ngokusisigxina ngenxa yeli phulo, mabaqinisekise ukuba bayawaphucula amabanga emfundo abo nokuba kungesicelo sebhasari okanye ngeendleko ezizezabo ukwenzela ukuba balungelane namathuba anokuvela onyuselo-sikhundleni ukubheka phambili.

7. Le nkqubo ayibabandakanyi:

7.1 ootitshala bezithuba zenqanaba 1 abaqeshwe njengababambeleyo;
7.2 ootitshala abaqeshwe kwiZikolo zeZakhono (oludidi lulawulwa ngokwahlukeneyo);
7.3 ootitshala bamazwe angaphandle;
7.4 ootitshala abathathe umhlalaphantsi;
7.5 ootitshala abathathe umhlalaphantsi phambi kwexesha elimisiweyo, ngenxa yokungabinampilo (*medically boarded*);
7.6 ootitshala abakhethe ukuthatha noluphi na uhlobo lwephakheji yokuyeka emsebenzini oluyi- *severance package;*
7.7 ootitshala abangenawo amabanga emfundo afanelekileyo nabangaqeqeshwanga ngokupheleleyo (*REQV*10-12).

8. Ootitshala abafanelekileyo kufuneka bangene kule linki: https://forms.office.com/r/GPDXyfTQb2 yaye bazalise ifom ungadlulanga owe-03 Novemba 2023.

9. IiNtloko zamaziko emfundo mazikuqinisekise ukuzaliswa kwazo zonke izithuba zenqanaba 1 kusetyenziswa inkqubo yokutshintshwa kwengqesho, yaye ukuba ziyasilela koku, izithuba zenqanaba 1ezingenabantu mazipapashwe kuluHlu lweZithuba 01/2024.

10. IiNtloko zamaziko emfundo zikwakhunjuzwa nokuba ziqinisekise ukuba ziyayithobele ngokupheleleyo imiqathango yomhlathi 9.

11. Le nkqubo iya kukhokelwa ngumqeshi *(employer-initiated*); ngako oko xa ootitshala besithuba senqanaba 1 bengakuvumi ukuqeshwa ngokusisigxina, mabanike inqununu izizathu ezixhasa oko. Ukuba izizathu zifunyaniswa zingenasihlahla, ingqesho katitshala iya kutshintshelwa ngokuzenzekalayo kwingqesho esisigxina okanye akuyi kuhlaziywa ukuqeshwa kwakhe ngemvumelwano yethutyana.

12. Ukuqeshwa kootitshala kuya kuqinisekiswa ukususela ngowe-01 Januwari 2024.

13. Okuqulethwe kule setyhula makwaziswe onke amagosa achaphazelekayo ukuze akuthathele ingqalelo.

**ISAYINWE:** NGU-B WALTERS
**INTLOKO YESEBE LEMFUNDO**
**UMHLA:** 2023-10-24