URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli (kwaNdlunkulu nakwii-ofisi zezithili), kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zokuQuquzelelo neNgcebiso ngeze-*ISLES*, kumaGosa akwaNdlunkulu nawee-ofisi zezithili, kwiiNqununu, kooTitshala, nakuBasebenzi abaNika iNkxaso kwezeMfundo

Isishwankathelo esifutshane: Isikhokelo esibonelelwa nguMlawuli-Jikelele weSebe leMfundo esiSiseko (iSebe i-*DBE)* emasaziswe kuzo zonke izikolo, ukunceda iinqununu kulawulo lwekhefu lootitshala abasezikolweni

Isihloko: Isikhokelo sokulawula ikhefu lootitshala abasezikolweni ukulungiselela iinqununu

1. Kuphicotho-zincwadi lwamacandelo, uMphicothi-Zincwadi Jikelele waseMzantsi (*AGSA*), ufumanise ukuba inkqubo yokulawulwa kwekhefu lootitshala abasezikolweni kumasebe emfundo amaphondo ayisebenzi ngokufanelekileyo. Iziphumo zoMphicothi-Zincwadi *(AGSA)* ezichazwe ngqo ziquke oku:
   (a) ootitshala abathatha iintsuku zekhefu lokugula ezingaphezulu kunezivumelekileyo kwinkqubo yokulawulwa kwekhefu lokugula yabo;
   (b) ootitshala abangekhoyo esikolweni nabangazizalisiyo iifom zokuthatha ikhefu;
   (c) ootitshala abangayizalisiyo irejista yokubakhona qho ngosuku esikolweni; kunye
   (d) neemeko apho ootitshala bathatha ikhefu lokugula elongezelelweyo, kodwa bangalithathi ikhefu lokungakwazi ukusebenza okwethutyana ngenxa yokungaphili ngokoMgaqo-nkqubo we-*Policy and Procedure on Incapacity Leave for Ill-health Retirement* (*PILIR*), 2021).

2. ISebe i-*DBE* lizibophelele ekubeni libonelele ngesikhokelo sokulawula ikhefu lootitshala abasezikolweni njengenxalenye yenkqubo yokuza nesisombululo sezolawulo esiyimpendulo yoku kuMphicothi-Zincwadi u-*AGSA*. Esi sikhokelo sijoliswe kwinqununu njengomphathi onoxanduva lokuphendula ngalo msebenzi kwinqanaba lesikolo.

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3. ISahluko H kuxwebhu lwe-*Personnel Administrative Measures (PAM)*, 2022), siyalucacisa uninzi lwemiqathango yekhefu esebenzayo kootitshala. Ukongeza koku, uMgaqo-nkqubo i-*PILIR*, ongumgaqo-nkqubo osebenza phakathi kwamasebe ngokubanzi kwinkonzo karhulumente, uyalicacisa ikhefu lokungakwazi ukusebenza okwethutyana nangokusisigxina ngenxa yokungaphili (*temporary and permanent incapacity*). Ngoko ke, esi sikhokelo masifundwe kunye ne-*PAM* ne-*PILIR*.

4. Isikhokelo asifakeli zilungiso kwimimiselo ekhoyo okanye asazisi nayiphi na imiqathango yomgaqo-nkqubo okanye yenkqubo eyenziwayo entsha, yaye asenzelwanga ukutshintshwa okanye ukulungiswa kwemisebenzi yenqununu njengoko kucacisiwe kwiinkcazo zomsebenzi ezivunyiweyo ezichazwe kwi-*PAM* nakwizigqibo zothethathethwano nemibutho yabasebenzi ezinxulumene noku.

5. Ngaphezu koko, iziphumo zoMphicothi-Zincwadi (*AGSA)* zikwalatha nokuba kukho imfuno yokuba kuqiniswe inkqubo yokubekwa esweni kokuphunyezwa komgaqo-nkqubo wekhefu kwinqanaba lesikolo ngabo benza lo msebenzi wokubeka esweni kwezikolo kwinqanaba lesekethe, lesithili nelakwaNdlunkulu. ISebe i-*DBE*, ngoko ke, lilindele ukuba eli phulo liya kwenziwa ligqibelele ngokomelezwa kokubekwa esweni nayinkxaso yezikolo nokuphunyezwa kolawulo lokuthathwa kwamanyathelo olawulo afanelekileyo xa ingathotyelwanga imiqathango emiselweyo apho iinqununu kunye/okanye ootitshala befunyaniswe bengayithobelanga imiqathango echaphazelekayo.

6. Ukongezelela kwesi sikhokelo, esilungiselelwe ngokukodwa ukunika iingcebiso okanye imathiriyeli engaphezulu enokusetyenziselwa ukuququzelela ukuphunyezwa kwemigaqo-nkqubo nemiqathango, iCandelo laMalungelo aVela kwiiNkonzo lenza ikhosi yoqeqesho yeentsuku ezintathu e-*Cape Teaching and Leadership Institute (CTLI)*. Le khosi ijolise kwiinqununu ezisanda kuqeshwa kwakunye nakwiiKomiti zoLawulo zeZikolo (*SMTs*) engoLawulo lokuNgabikho eMsebenzi okuZingileyo (*Management of Leave and Chronic Absenteeism*) phakathi kwezinye izinto. Iseshoni yoqeqesho yeentsuku ezintathu eya kuqhutywa amaxesha amathandathu icwangciselwe owama-2024. Ukubakho kwezi seshoni zoqeqesho kuya kuba negalelo elihle ekuqinisekiseni uzinzo esikolweni sakho.

7. ISebe leMfundo leNtshona Koloni (iSebe i-*WCED*) ngokwenjenje lihambisa isikhokelo esiqhotyoshelweyo kuzo zonke izikolo zesebe ukulungiselela iinqununu njengoko kuceliwe nguMlawuli-Jikelele weSebe i-*DBE*. Amaxwebhu ekhefu achaphazelekayo, iifom neevidiyo nazo ziyafumaneka kwiiKomiti ze-*SMT* nakwabanye abaqeshwa kwiziko lewebhu leSebe i-*WCED*. Ilinki yokuzifumana ngqo yile https://wcedonline.westerncape.gov.za/directorate-service-benefits

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2024-03-08