Inombolo yefayili: 3/1/3/1
Isalathiso: 20240313-2443

ISetyhula: 0008/2024
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kwiiNqununu zezikolo zikarhulumente nakuMalungu amaBhunga oLawulo

Isishwankathelo esifutshane: Ingcaciso ecacisa ngeenkcukacha zeSetyhula 0034/2023 emalunga nezithuba zemisebenzi.

Isihloko: Ingcaciso ecacisa ngeenkcukacha zeSetyhula 0034/2023

1. ISebe leMfundo leNtshona Koloni (iSebe i-*WCED*) lifuna ukunika ingcaciso ecacisa imiba emininzi ephakanyiswe ngethuba leengxoxo zothethathethwano phakathi kweNtloko yeSebe leMfundo (*HoD*), amalungu amabhunga olawulo nemibutho yeemanyano zabasebenzi malunga nomhlathi 3.4 weSetyhula 0034/2023, yomhla we-21 Novemba 2023.

2. **Ukubonelelwa ngezithuba zootitshala ababambeleyo**

2.1 Ukubonelelwa ngezithuba zootitshala ababambeleyo kuya kwenziwa kwimeko yezi ndidi zilandelayo:
(a) izicelo zokuthatha ikhefu lokuya kubeleka; kunye
(b) nabaqeshwa abakwikhefu lokungaphili ixesha elide elingaphezu kweentsuku eziyi-30 nangaphezulu (ukongeza kumhlathi 3.5.(a) njengoko kucacisiwe kwiSetyhula 0034/2023).

2.2 Izithuba zababambeleyo ezivunywe kubaqeshwa abakwikhefu lokungaphili ixesha elide ngaphambi kowe 01 Apreli 2024 ziya kuthathelwa ingqalelo de abuyele emsebenzini umqeshwa. Akukho zithuba zababambeleyo eziya kwabelwa izikolo ukususela ngowe-01 Apreli 2024 ezizezinye ngaphandle kwezi ndidi zimbini zidweliswe ku-2.1.

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3. **Naziphi na izithuba zengqesho ezikwiNqanaba 1 (*Post Level* (*PL*) 1) ezingazaliswanga ngenkqubo yokutshintshwa kwengqesho ungadlulanga owe-31 Matshi 2024, zinokuzaliswa kuphela ngokulandela inkqubo emiselweyo yokugaywa nokukhethwa kwabasebenzi.**

3.1 Ukwandiswa kwethuba lengqesho yemvumelwano *(contract extensions)*

3.1.1 Ngethuba leengxoxo zothethathethwano phakathi kwe-*HoD*, amalungu emibutho yamabhunga olawulo, imibutho yeemanyano zabasebenzi namagosa ezithili, kucaciswe ukuba ukulungiselela nasiphi na isithuba somsebenzi esidaleke phakathi kowe-01 Januwari 2024 nowe-31 Matshi 2024, kunokutyunjwa umqeshwa ngokwemvumelwano yengqesho enomhla wokuphelelwa ongaphaya kowe-31 Matshi 2024. Amanye amagama abaqeshwa abatyunjwayo afunyenweyo xa kuthelekiswa nezithuba ezinokuhlawulelwa ezingenamntu (*vacant substantive posts*), ayecelwe kuphela kude kube ngowe-31 Matshi 2024. Ukungqinelana nesikhokelo esibonelelwe ngethuba lango-2023, kwathathwa isigqibo sokwandisa ithuba leemvumelwano zengqesho zootitshala abaqeshwe kwizithuba ezinokuhlawulelwa ezingenamntu (*vacant substantive posts*) kude kube ngowe-31 Disemba 2024.

3.1.2 Abo baqeshwa banamabanga emfundo e-*Relative Education Qualification Value* 10-12 ebekufuneka bengenise iziqinisekiso zabo zamabanga emfundo ukwenzela ukungqinisiswa kwawo, nabangakhange bazingenise, baya kuyekiswa ngowe-31 Matshi 2024. ISetyhula 0033/2022, yomhla we-19 Septemba 2022, isebenza kwezi meko zizodwa.

3.1.3 ISebe i-*WCED* liya kuqhubeka ngenkqubo yokuntshintshwa kwengqesho yemvumelwano kootitshala abafanelekileyo ukuba ibe yingqesho esisigxina. Kulindeleke ukuba iinqununu zingenise amagama abatyunjelwe ukutshintshelwa ingqesho abakwizithuba zengqesho yemvumelwano, itshintshelwe kwingqesho esisigxina, nabaneemvumelwano ezandiselwe ithuba kude kube ngowe-31 Disemba 2024.

3.2 Uluhlu lwezithuba usukela ngomhla we-01 Apreli 2024

3.2.1 ISebe i-*WCED* lathatha isigqibo sokuba izikolo namabhunga olawulo kufuneka benze izicwangciso ezifanelekileyo ukulungiselela u-2024; yaye ngenxa yoko, zanikwa isaziso sekota yesikolo malunga noku, yaye oko kwaba sisizathu esiphambili sokuba umhla wokuqalisa ube ngowe-01 Apreli 2024.

3.2.2 KwiSetyhula 0034/2023 kukhankanyiwe ukuba uluhlu lwezithuba ezikhethekileyo luya kwenziwa lufumaneke. Nakuba kwakumiselwe imiqathango ukulungiselela oku, uLuhlu lweZithuba 1 luka-2024 lubonelele ngeZithuba zeNqanaba 1 ezimbalwa kakhulu ezabhengezwayo. Kucelwa izikolo ukuba zibhalise izibhengezo zazo kwiSistim i-*eRecruitment system*.

3.2.3 Uluhlu lwezithuba luya kukhutshwa apho kukho imfuno, ukongeza kwizintlu ezintathu zezithuba ezibonelelweyo zango-2024. Izithuba zomsebenzi ziya kuzaliswa ukuba ezi

nkqubo zithathwa njengezingxamisekileyo ngamabhunga olawulo. UNdlunkulu ukulungele ukuzaliswa kwezithuba zomsebenzi ezidweliswe kwizintlu zezithuba.

3.2.4 Makuthathelwe ingqalelo ukuba iSistim i-*eRecruitment system* isebenza ngokupheleleyo. Izikolo kufuneka zithobele iinkqubo zokugaywa nokukhethwa kwabasebenzi yaye ziqinisekise ukuba afakiwe amaxwebhu okutyumba abafanelekileyo azaliswe ngokupheleleyo ukulungiselela ukuqwalaselwa kwawo.

4. **IZithuba zeNqanaba 1 aziyi kubonelelwa ukulungiselela izithuba zengqesho yokubambela xa kuthelekiswa nezithuba ezinokuhlawulelwa ezingenamntu zeeKomiti zoLawulo lweSikolo ngaphandle kwezithuba zeenqununu.**

4.1 Lo mqathango uya kuhlala usebenza.

4.2 Ukuhlawulwa kwezibonelelo kwisithuba sokubambela kuya kuqhubeka njengoko kucacisiwe kwiingxoxo zothethathethwano nemibutho yamabhunga olawulo, imibutho yeemanyano zabasebenzi namagosa ezithili.

5. **Ukuzaliswa kwezithuba zabasebenzi abasezi-ofisini benkonzo karhulumente (kwaNdlunkulu nakwii-ofisi zezithili) kuya kumiswa (*frozen*) yaye zizithuba zomsebenzi ezibaluleke kakhulu eziya kuqwalaselwa kwakufumaneka imvume yoko.**

Imeko ekuyiyo malunga nokuzaliswa kwezithuba zabasebenzi abasezi-ofisini kuphela (KwaNdlunkulu nakwii-ofisi zezithili) ihleli ingatshintshanga.

6. **Ukubalwa kwakhona kwamanani ezithuba zootitshala ezabelwe amaziko ngenxa yokutshintsha kwamanani obhaliso lwabafundi ngo-2024**

6.1 Oku akungomqathango mtsha yaye kususelwa kwimiqathango ekwicandelo 8.6 le-*Personnel Administrative Measures*, epapashwe kwiGazethi kaRhulumente No. 46879 yowe-09 Septemba 2022.

6.2 ISebe i-*WCED* liya kulandela inkqubo yothethathethwano apho kukho imfuneko yotshintsho yaye oko akuyi kuyitshintsha ngokucalanye indlela yokubalwa kwamanani ezithuba ngaphandle kokwenziwa kwenkqubo yokuhlolwa kweziphumo zoku ngocoselelo.

7. Kucelwa wazise okuqulethwe yile setyhula kubo bonke ootitshala namalungu amabhunga olawulo ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-B WALTERS
INTLOKO YESEBE LEMFUNDO
UMHLA: 2024-03-15