Isalathiso: 20190408-3574
Inombolo yefayili: 3/3/2/3
Imibuzo: KwiZiko leeFoni

INgcaciso eMfutshane yeCandelo lokuGaya nokuKhetha aBasebenzi: 0003/2019

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

Isihloko: Inkqubo yengqesho ngemvumelwano ehlaziywe ngokutsha yootitshala abakumaziko

1. ISebe leMfundo leNtshona Koloni (i*WCED*) liyiqwalasele kwakhona inkqubo yokugaya, ukukhetha kunye nengqesho yemvumelwano yootitshala abakumaziko.

2. Le nkqubo ihlaziywe ngokutsha inenjongo yokuqinisekisa:

   a) ubulungisa kwinkqubo yokugaya, ukukhetha kunye neyengqesho;
   b) ukuba kuqeshwa ngemvumelwano; ootitshala abafanelekileyo nabaqeqeshiweyo kunye
   c) nokuba kugaywa kuqeshwe kuphela ootitshala abatshatsheleyo.

3. Avumelekile amaziko ukupapasha izithuba zengqesho zemvumelwano nokulandela inkqubo enobulungisa engakhethi cala nethembekileyo yokugaya nokukhetha abasebenzi. Le nkqubo ihlaziywe ngokutsha, nakuba kunjalo, ifuna ukuba:

3.1 isithuba esingenamntu masipapashwe zingadlulanga iintsuku ezilishumi isithuba sithe sangabinamntu (ngaphakathi, kwiibhodi zezaziso, kumaziko eevenkile zasekuhlaleni, njl.njl);

3.2 isibhengezo sibandakanya iimfuno zesithuba (isigaba nezifundo ezifundiswayo);

3.3 izicelo maziqwalaselwe kusetyenziswa inkqubo yoluhlu olufutshane. Abagqatswa abakuluhlu olufutshane mabazifezekise iikhrayitheriya zesithuba njengoko sipapashiweyo (isigaba namabanga emfundo);

3.4 makulungiselelwe udliwano-ndlebe nabagqatswa abakuluhlu olufutshane yaye umgqatswa/abagqatswa abaphumeleleyo mabazifezekise iikhrayitheriya zesithuba njengoko sipapashiweyo (isigaba nesiqinisekiso semfundo);

3.5 inkqubo mayibhalwe phantsi ngokwemizuzu yoluhlu olufutshane neyodliwano-ndlebe;

3.6 amaxwebhu otyumbo engqesho yemvumelwano **kufuneka** abandakanye ikopi yesibhengezo, kwakunye neekopi zemizuzu yenkqubo yokugaya nokukhetha abasebenzi ezisayinwe ngusihlalo webhunga elilawulayo nenqununu;

3.7 iCandelo lokuGaya nokuKhetha aBasebenzi liya kwenza iinkqubo zokutshekisha ukufaneleka komgqatswa (ukwenza uphando ngomgqatswa) ngabo bonke ootitshala abaqwalaselelwa iingqesho zemvumelwano;

3.8 iingqesho zemvumelwano zootitshala abanamabanga emfundo afanelekileyo abakumhlala-phantsi zibandakanya ingcaciso emfutshane yesizathu sokuba kuqeshwe kwakhona utitshala okumhlala-phantsi, ubungqina bokuba akukho mgqatswa ongutitshala omtsha (*new entrant*) ufumanekayo kwanokuba zeziphi iinzame ezenziweyo ukugaya umgqatswa omtsha onamabanga emfundo afanelekileyo;

3.9 iCandelo lokuGaya nokuKhetha aBasebenzi lingqinisisa iimpepha-mvume zokusebenza zootitshala bamazwe angaphandle kwiSebe leMicimbi yezeKhaya. **Abagqatswa abaqeshwayo baya kwamkelwa, sakufumaneka isiphumo esisiso;**

3.10 amaxwebhu okutyunjwa komgqatswa ongutitshala wamazwe angaphandle abandakanya ingcaciso ngesizathu sokuqeshwa kukatitshala wamazwe angaphandle, angqina ukuba akukho mmi waseMzantsi Afrika unokufundisa isifundo eso kwakunye neenzame ezenziweyo ukugaya umgqatswa omtsha; yaye

3.11 ukutyunjwa kootitshala abakumhlala-phantsi nootitshala bamazwe angaphandle kubandakanya ingcebiso esuka kumphathi wesekethe ochaphazelekayo.

4. Ukuqinisekisa ukuqhubeka kokufundisa nokufunda eklasini, kuya kwamkelwa iingqesho zemvumelwano zethuba elifutshane, lo gama inkqubo yokugaya, ukukhetha nokuqesha abasebenzi emiselwe apha ngentla isaqhuba.

5. Ukungqinelana neSigqibo 4 soThetha-thethwano neMibutho yaBasebenzi sango-2018, makusetyenziswe olu landelelwano **labakhethwa kuqala** abathile ukulungiselela ingqesho yethutyana:

5.1 abenzi-sicelo abaqalayo ukwenza izicelo, umqeshwa anembopheleleko yokubaqesha ngokwemvumelwano emalunga nebhasari ebewongwe ngayo umenzi-sicelo nonako ukubambela kwisithuba eso;

5.2 nawuphi na omnye umenzi-sicelo oqala ngqa ukufaka isicelo kunye

5.3 nootitshala abangaqeshwanga abanamabanga emfundo

6. Iifom zokutyunjwa kwabo mazingeniswe ngokuqala kugqithwe kwisistim i-*Contract Appointment Tracking (CAT) system* kuphela. Le sistim kunokufikelelwa kuyo ngokungena kwi-*People Management Practices System (PMPS)* (eyayibizwa ngokuba yi-*Human Capital Leave Management System (HCLMS)*).

7. Injongo yale nkqubo kukunika inkxaso kwinkqubo yokutshintshwa kwengqesho yootitshala yethutyana itshintshelwe kwingqesho esisigxina.

8. Le nkqubo iya kuqalisa ukusebenza ukususela nge-**01 Julayi 2019**.

9. Kucelwa wazise le ngcaciso ibaluleke gqitha bonke abathathi-nxaxheba ukuze bayithathele ingqalelo.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO
UMHLA: 2019-05-29