Isalathiso: 20200204-4056
Inombolo yefayili: 3/3/3/1/P
Imibuzo: IZiko leeFoni

INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0002/2020

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kwiiNtloko zoKunika iNkxaso kwiKharityhulam, kuBaphathi beeSekethe, kwiiNqununu nakwiiNtloko zamaziko emfundo

ISihloko: Uqeqesho nokuphunyezwa kweNkqubo yoLawulo loMgangatho (*Quality Management System (QMS)* ukwenzela ootitshala abasezikolweni

1. Isigqibo ngeNkqubo yoLawulo loMgangatho (*Quality Management System (QMS)*) ukulungiselela ootitshala abasezikolweni, kwagqitywa ngayo ngo-2019 njengeSigqibo soThetha-thethwano neMibutho yeBasebenzi (*Collective Agreement) Number* 2 sika-*2014* kwiBhunga lezeMfundo lezoBudlelwane eMsebenzini (*Education Labour Relations Council (ELRC)*).

2. Injongo yesigqibo phakathi kwezinye izinto, kukomeleza ukusebenza ngobuchule nangempumelelo kootitshala kwanokuba noxanduva lokuphendula ngokuqhubekayo kumsebenzi wokufundisa.

3. I-*QMS* yenziwe yalungela iimeko zokusebenza yaye iyitshintshile iNkqubo yoLawulo loMgangatho eHlangeneyo (*Integrated Quality Management System (IQMS)*. I-*QMS* yaqulunqwa kwi-*ELRC* ngokubambisana kweSebe leMfundo esiSiseko (*Department of Basic Education (DBE)* neemibutho yeemanyano zootitshala ukulinganisela intsebenzo yootitshala ngokungqinelana neendima zabo nemisebenzi yabo abayenzayo.

4. IsiHlomelo kwisigqibo sothetha-thethwano nemibutho yabasebenzi (*collective agreement)*, esisayinwe nge-10 Septemba 2019, sicacisa ukuba:

4.1 Uqeqesho nokuxhotyiswa ngezakhono kwabo bonke abasebenzisi be-*QMS* luya kuqhutywa ukususela ku-Januwari 2020 ukuya kuDisemba 2020; yaye
4.2 noKuphunyezwa ngokupheleleyo kwe-*QMS*, kuya kuqala ngoJanuary 2020.

5. Kunyaka ka-2020, kucelwa zonke izikolo ziqhubeke nokuphumeza i-*IQMS* yangoku njengoko zazazisiwe kwiSigqibo *ELRC Collective Agreement Number 8* sango-2003.

6. ISebe iWCED liya kutyumba amagosa, aziingcaphephe kuqeqesho nakwizakhono zokuququzelela uqeqesho, kwaNdlunkulu nakwinqanaba lesithili kwakunye nabaphathi beesekethe ukuba basebenze njengabaququzeleli be-*QMS* kwiikomiti zoqeqesho zikazwelonke nezephondo.

7. Ishedyuli yoqeqesho iya kubonelelwa kuzo zonke izikolo ngokugqitha kwii-ofisi zezithili zazo yaye luya kuqhutywa phakathi ko-Apreli noSeptemba 2020.

8. I-*QMS Collective Agreement* nesiHlomelo se-*QMS* ziyafumaneka kwiziko lewebhu le-*ELRC* yaye zinokukhutshelwa kwezi linki zingezantsi:

8.1 I-*QMS Collective Agreement*:
https://www.elrc.org.za/sites/default/files/documents/CA%202%20of%202014-compressed.pdf

8.2 I-*QMS Addendum*:
https://www.elrc.org.za/sites/default/files/documents/Addendum%20to%20CA%202%20of%202014.pdf

9. Kucelwa uqwalasele ukuba i-*QMS Collective Agreement* ayisebenzi kwiitheraphisti neesayikholojisti (*therapists and psychologists*) ezisezikolweni. La magosa aya kuqhubeka esebenzisa iSigqibo *ELRC Collective Agreement Number 4* sango-2005.

10. Kucelwa wazise ngokuqulethwe yile ngcaciso imfutshane kubo bonke abasebenzi abaphantsi kolawulo lwakho.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE: WEENKONZO ZEZIKO
UMHLA: 2020-02-11