Isalathiso: 20201012-8697
Inombolo yefayili: 3/3/3/1/1
Imibuzo: KwiZiko leeFoni

INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0007/2020

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

Isihloko: Uqeqesho nokuqaliswa kokusetyenziswa kweMvumelwano yoThetha-thethwano nemiButho yaBasebenzi No. 2 ka-2020 emalunga neNkqubo yoLawulo lomGangatho (*QMS*) ukwenzela ootitshala abasezikolweni

1. INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule 0002/2020 yowe-11 Februwari 2020 eyayisingathe "Uqeqesho nokuqaliswa kokusetyenziswa kweNkqubo yoLawulo lomGangatho (*Quality Management System*) (*QMS*)) ukwenzela ootitshala abasezikolweni imalunga noku."

2. Ngenxa kabhubhane i-*Covid-19* nemiqathango ekudibaneni kwabantu (*social interaction restrictions*) ebekwe kumanqanaba ahlukeneyo okulumkisa *(alert levels*) , uqeqesho lootitshala abasezikolweni kwi*QMS* alubanga nako ukuqhubeka njengoko kucwangcisiweyo ngo-2020.

3. Okweli thutyana, amaqela othetha-thethwano emibutho yabasebenzi e-*Education Labour Relations Council* (*ELRC*) agqibe ekubeni iMvumelwano yoThetha-thethwano nemiButho yaBasebenzi No. 2 ka-2014 mayitshitshiswe kungene endaweni yayo nge-17 Septemba 2020, iMvumelwano yoThetha-thethwano nemiButho yaBasebenzi No. 2 ka-2020 emalunga ne-*QMS* ukwenzela ootitshala abasezikolweni.

4. Le mvumelwano ifakelwe izilungiso iyamkela ngokusemgaqweni inkqubo eqaliswa ngokwezigaba ngezigaba (*phased-in approach*) ekuqalisweni kokusetyenziswa kwe-*QMS* ngolu hlobo lulandelayo:

4.1 Le mvumelwano iya kuqaliswa ukusetyenziswa ziinqununu ukususela ngowe-01 Januwari 2021 ukulungiselela bonke ootitshala abasezikolweni iqaliswe ukusetyenziswa ukususela ngowe-01 Januwari 2022; yaye

4.2 Uqeqesho nokuxhotyiswa ngezakhono kwabasebenzisi be-*QMS* makwenziwe ngolu hlobo lulandelayo:

a) Iinqununu ukususela ngo-Oktobha ukuya kuDisemba 2020; baze

b) Bonke abanye ootitshala abasezikolweni ukususela ngoJanuwari ukuya ngoDisemba 2021.

5. INkqubo yoLawulo lomGangatho eHlangeneyo (*Integrated Quality Management System*) iseza kuqhubeka isetyenziswa kootitshala abakumanqanaba ezithuba 1 – 3 ngo-2021 njengoko ukuqaliswa kokusetyenziswa ngokupheleleyo kwe-*QMS* ngabo bonke ootitshala kuya kwenzeka ukususela ngoJanuwari 2022.

6. Bonke ootitshala abasezikolweni naBaphathi beeSekethe mabaqaphele iMvumelwano yoThetha-thethwano nemiButho yaBasebenzi ye*QMS* efakelwe izilungiso No. 2 ka-2020 namaxesha amiselweyo ayo oqeqesho nokuqaliswa kokusetyenziswa ngokwezigaba ngezigaba kwenkqubo yayo (*phased-in implementation*).

7. Iinqununu zezikolo mazisayinele imvumelwano yesicwangciso somsebenzi (*work plan agreement*) naBaphathi beeSekethe ekuqaleni konyaka ngamnye, ukuqala ngoJanuwari 2021.

8. Ngenxa yemeko ye*Covid-19* ngoku nokunciphisa iindleko, iSebe leMfundo leNtshona Koloni liya kuqhuba uqeqesho nokuxhotyiswa ngezakhono kootitshala ubukhulu becala nge-intanethi kwi*QMS*, apho kunako.

9. Ikopi yeMvumelwano ye*QMS* yoThetha-thethwano neMibutho yaBasebenzi No. 2 ka-2020 iyafumaneka kwiziko lewebhu le-*ELRC* yaye inokukhutshelwa (*downloaded*) ngale linki ingezantsi https://www.elrc.org.za/sites/default/files/documents/QMS%20for%20School%20Based%20Educators_compressed.pdf

10. Kucelwa kuqatshelwe ukuba imvumelwano ye-*QMS* efakelwe izilungiso ayisebenzi kwiitheraphisti nakwiisayikholojisti zemfundo ezisezikolweni. La magosa aya kuqhubeka nokusebenzisa iMvumelwano yoThetha-thethwano neMibutho yaBasebenzi ye-*ELRC* No. 4 ka-2005, de kubuye kwaziswe kwakhona.

11. Apha kuqhotyoshelwe ileta esuka kwiSebe leMfundo esiSiseko likazwelonke, yowe-01 Oktobha 2020, ngokunxulumene noku, ukunenzela lula.

12. Kuya kuthakazelelwa kakhulu ukuba le mbalelwano imalunga ne-*QMS* yaziswa onke amagosa achaphazelekayo ukuze ayithathele ingqalelo.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO
UMHLA: 2020-10-16