



Inombolo yefayili: 3/3/3/1/1
Isalathiso: 20221213-9935

INGcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0001/2023

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwaMaziko, kwiiNtloko ezinika iNkxaso yeKharithulam kwiZithili, kwiiNtloko ezinika iNkxaso kuBafundi kwiZithili, kwiiNqununu nakooTitshala

Isihloko: Ukubaluleka kolawulo lwentsebenzo esemgangathweni

1. Ngokumalunga neNgcaciso eMfutshane yeCandelo loLawulo lwezaBasebenzi ngoBuchule 0003/2022, yomhla we-11 Matshi 2022, kucelwa nifumane ikhalenda ye-*Quality Management System (QMS)* esebenza kootitshala abakuwo onke amanqanaba ezithuba zengqesho (PL1-PL4).
2. Le khalenda inika isikhokelo seenkqubo eziyimfuneko kunye nemihla esikiweyo echaphazelekayo. Kucelwa izikolo ziyithobele ngqo imihla yokungeniswa kwamaxwebhu enikiweyo zii-ofisi zezithili ukwenzela ukuba ziyibambe ngqo imihla esikiweyo ebhalwe kwikhalenda.
3. Ulawulo lwentsebenzo yinkqubo enxibelelanisa izicwangciso zeziko neenjongo kwiiinjongo zeeyunithi ezincinane (*subunit goals*) nakwisikhundla somntu ngamnye. Ijolise ekunikeni isikhokelo nasekuphuculeni intsebenzo yomntu ngamnye, ukuze kuphuculwe ukusebenza ngokuyimpumelelo kwesebe namaziko emfundo. Le nkqubo ke ngoko yinkqubo engokuphuhliswa kwezakhono nobuchule ukulungiselela umntu ngamnye/iziko/nesebe ngokubanzi.
4. Ulawulo lwentsebenzo oluqhubeka okokoko lunceda:
 - ekumiseleni umoya wentsebenzo ogqwesileyo;
 - ekuphuculeni ukuba nolwazi nokuqonda ngezinto ezilindelekileyo;
 - ekuphuculeni unxibelelwano;
 - ekukhuthazeni uvavanyo olunobulungisa nolungakhethi cala;
 - ekunikeni amathuba abhekiselele kwiimfuno zophuhliso;

- ekulawuleni intsebenzo enganelisiyo ngokuthatha amanyathelo okuthintela ingxaki kwangoko ngokusetyenziswa kwesiCwangciso sokuPhucula iIntsebenzo (*Performance Improvement Plan*);
 - ekukhokeleni nasekunikeni inkxaso abaqeshwa; kunye
 - nokubonelela ngesiseko sezigqibo zethuba elizayo.
5. Kunyanzelekile ukuba zonke iinqununu nabasebenzi baqinisekise ukuba ukuhlolwa kwentsebenzo kwenziwa rhoqo. Bonke ootitshala, nokuba baqeshwe isigxina okanye baqeshwe njengabalingwa okanye ngokwemvumelwano, mayihlolwe intsebenzo yabo, yaye ireyithingi nganye ebonisa intsebenzo mayisekelwe kubungqina. Ukubekwa esweni nenkxaso kwintsebenzo ngabaphathi bamacandelo yinqubo eqhubeka okokoko.
 6. Kuluxanduva lwazo zonke iinqununu nootitshala ukuqinisekisa ukuba iirivyu nokuhlolwa kokugqibela kwentsebenzo yabo kuqhutywa ngokwemigqaliselo emiselwe kwi-*Education Labour Relations Council Collective Agreement No. 2 ka-2020*, yomhla we-17 Septemba 2020. Kubalulekile ukuba ithotyelwe mbo imihla esikiweyo yokungeniswa kwamaxwebhu ayimfuneko.
 7. Ukungangeniswa kwamaxwebhu ayimfuno kungakhokelela ekubeni utitshala anganikwa uchatha womvuzo. Iinqununu ziya kuphendula malunga nokungeniswa kwamaxwebhu ayimfuneko.
 8. Kucelwa wazise okukule ngcaciso imfutshane bonke ootitshala abachaphazelekayo abaphantsi kweliso lakho ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-LJ ELY

USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO

UMHLA: 2022-12-19