URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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Inombolo yefayili: 3/3/3/1/1
Isalathiso: 20230208 -1209

INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0005/2023

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwamaZiko, kwiiNtloko zoKunika iNkxaso kwiKharityhulam kwiZithili, kwiiNtloko zoKunika iNkxaso kuBafundi kwiZithili, kwiiNqununu nakwiitheraphisti zemfundo, kubacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellors*), nakwiisayikholojisti abasezikolweni

Isihloko: **Ukuphunyezwa kweSigqibo soThetha-thethwano No.2 sika-2022 (*Implementation of Collective Agreement* No.2 of 2022): INkqubo yoLawulo loMgangatho (*QMS*) eyenzelwe iitheraphisti zemfundo, abacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellors*), neesayikholojisti abasezikolweni abaqeshwe ngokoMthetho wezeNgqesho yooTitshala**

1. Ngowama-23 Novemba 2022, kwiBhunga lezeMfundo lezoBudlelwane eMsebenzini kwaqukunjelwa iSigqibo soThetha-thethwano *No*.2 sika-2022 esitsha seNkqubo yoLawulo loMgangatho (*QMS*) ukwenzela iitheraphisti zemfundo, abacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellors*), neesayikholojisti abasezikolweni nabaqeshwe ngokoMthetho wezeNgqesho yooTitshala, ka-1998 (uMthetho 76 ka-1998).

2. Injongo yesi sigqibo, phakathi kwezinye izinto, kukuphelisa imingeni echaphazela ulawulo lwentsebenzo lwangaphambili ekuphunyezweni kweSigqibo soThetha-thethwano *No*. 4 sika-2005, somhla wama-31 Matshi 2005, nokwandisa ukusebenza ngokuyimpumelelo nokuphendula ngokuqhubekayo kwala magosa aqeqeshiweyo asezikolweni.

3. Le nkqubo yenziwe yasebenza kakuhle nangokukhawuleza ye-*QMS* inenjongo yokubonelela ngeendlela zokuhlola intsebenzo nokunika inkxaso iitherapisti, abacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellors*), neesayikholojisti, kuthathelwa ingqalelo imeko-bume engqonge indawo abasebenza kuyo.

4. ISigqibo soThetha-thethwano *No*.2 sika-2022 (isiHlomelo A) siqhotyeshelwe apha ukwenzela ukuba sinikwe zonke iitherapisti, abacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellors*), neesayikholojisti, abasezikolweni.

5. Ukuphunyezwa kweSigqibo soThetha-thethwano *No*.2 sika-2022 kuqala ukusebenza ukususela ngowo-01 Januwari 2023.

6. ISebe leMfundo leNtshona Koloni liya kwazisa ngesicwangciso solawulo soqeqesho nengcaciso enxulumene nokuphunyezwa kwale nkqubo kubo bonke abathathi-nxaxheba abachaphazelekayo ngexesha elifanelekileyo.

7. Kucelwa nazise okule ngcaciso imfutshane zonke iitherapisti, abacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellors*), neesayikholojisti, abasezikolweni nabaphantsi kolawulo lwakho ukuze bakuthathele ingqalel

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZESEBE
UMHLA: 2023-02-20