



Inombolo yefayili: 3/3/3/1/1
Isalathiso: 20231017-8881

INGcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0013/2023

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

Isihloko: Ukubaluleka kolawulo lwentsebenzo esemgangathweni

1. Kucelwa nifumane ikhalenda eqhotyoshelweyo ye-*Quality Management System* yango-2023 esebenza kubo bonke ootitshala abasezikolweni (abakwinqanaba lezithuba zengqesho 1-4), nakuzo zonke iitheraphisti zemfundo ezisezikolweni, abacebisi (*counsellors*) neesayikholoji ezisezikolweni ngokumalunga neNgcaciso eMfutshane yeCandelo loLawulo lwezaBasebenzi ngoBuchule 0001/2023, yomhla we-19 Disemba 2022.
2. Le khalenda inika isikhokelo seenkqubo eziyimfuneko kunye nemihla esikiweyo echaphazelekayo. Kucelwa izikolo ziyithobele mbo imihla yokungeniswa kwamaxwebhu enikiweyo zii-ofisi zezithili ukwenzela ukuba ziyibambe ngqo imihla esikiweyo ebhalwe kwikhalenda.
3. Ulawulo lwentsebenzo yinqubo enxibelelanisa izicwangciso zeziko neenjongo kwiinjongo 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 yinqubo engokuphuhliswa kwezakhono nobuchule ukulungiselela umntu ngamnye/iziko/nesebe ngokubanzi.
4. Ulawulo lwentsebenzo oluqhubeka okokoko lunceda:
 - ekumiseleni umoya wentsebenzo egqwesileyo;
 - ekuphuculeni ukuba nolwazi nokuqonda ngezinto ezilindelekileyo;
 - ekuphuculeni unxibelelwano;
 - ekukhuthazeni uvavanyo olunobulungisa nolungakhetshi 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 kwaphakathi enyakeni kuqhutywa ngokwemigqaliselo emiselwe kwiSigqibo i-Education Labour Relations Council (ELRC) Collective Agreement No. 2 sango-2020, somhla we-17 Septemba 2020, nakwiSigqibo i-ELRC Collective Agreement No. 2 sango-2022, somhla we-23 Novemba 2022. 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: 2023-11-01