

Inombolo yefayili: 3/3/3/1/1
Isalathiso: 20231205-410

Ingcaciso eMfutshane yeCandelo loLawulo lweMicimbi yaBasebenzi ngoBuchule: 0015/2023

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kuBaphathi beeSekethe, kwiiNtloko zoKuphatha noLawulo lwamaZiko, kwiiNtloko zoKunika iNkxaso kwiKharityhulam, kwiiNtloko zoKunika iNkxaso kuBafundi kwiZithili, kwiiNqununu nakubo bonke ootitshala

Isihloko: Ukusayinwa kweenkcazo zomsebenzi (JDs) ngootitshala abasezikolweni, ziitheraphisti, ngabacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (counsellors), ziisayikholoji naziitheraphisti/nangabacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo abaziiNgcali zeMfundo eziziiNtloko

1. Emva kweNgcaciso eMfutshane yeCandelo loLawulo lweMicimbi yaBasebenzi ngoBuchule 0008/2018, yomhla wama-24 Oktobha 2018, iSigqibo soThetha-thethwano 2 sika-2022 "iNkqubo yoLawulo loMgangatho (QMS) yootitshala abasesikolweni", somhla we-17 Septemba 2020, neSigqibo soThetha-thethwano 2 sika-2022, "iNkqubo yoLawulo loMgangatho (QMS) yeetheraphisti, yabacebisi abajongene neengxaki zabantu nemiba echaphazela ingqondo (counsellors) bemfundo abasesikolweni, neesayikholoji zemfundo ezisesikolweni eziqeshwe ngokoMthetho weNgqesho yooTitshala", somhla wama-23 Novemba 2022, zasayinwa liBhunga lezeMfundo lezoBudlelwane eMsebenzini.
2. Ukongeza kwezi Zigqibo zoThetha-thethwano zibini zisayiniweyo, i-*Personnel Administrative Measures (PAM)* ikwafakelwe izilungiso ngokweGazethi kaRhulumente No. 46879, yomhla we-09 Septemba 2022.
3. Ngoko ke, le ngcaciso imfutshane itshitshisa ithathe indawo yeNgcaciso eMfutshane yeCandelo loLawulo lweMicimbi yaBasebenzi ngoBuchule 0008/2018 yaye ilungelelanisa iZigqibo zoThetha-thethwano ezibini ezikhankanywe ngasentla kunye ne-PAM.
4. Imisebenzi engundoqo noxanduva lootitshala abakwinqanaba lesithuba sengqesho 1-4 icaciswe ukususela kumaphepha 29-46 e-PAM ehlaziyiweyo.

5. I-PAM icacisa imisebenzi engundoqo noxanduva lootitshala abasesikolweni ngolu hlobo lulandelayo:
- a) IsiHlomelo A.2 Ufitshala
 - b) IsiHlomelo A.3 Ufitshala oneqhuzu
 - c) IsiHlomelo A.4 Ufitshala oyinkokheli
 - d) IsiHlomelo A.5 Intloko yecandelo lesifundo
 - e) IsiHlomelo A.6 Isekela nqununu
 - f) IsiHlomelo A.7 Inqununu
6. ISigqibo soThetha-thethwano 2 sika-2022 sibonelela ngenkcazo yomsebenzi (JD) eqhelekileyo yetheraphisti, yomcebisi ojongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellor*), yesayikholojisti yemfundo esesikolweni neyetheraphisti/neyomcebisi ojongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellor*) oyiNgcali yeMfundo eyiNtloko yaye iqhotyoshelwe njengesihlomelo A 9. Kucelwa niqaphele ukuba kolu didi lukatitshala, ukufundisa asiyoNkalo yoMsebenzi iPhambili (*Key Responsibility Area*).
7. Umphathi wesekethe, njengesuphavayiza esondeleyo kwinqununu, kuya kufuneka asayine iinkcazo zomsebenzi kunye nazo zonke iinqununu kwiisekethe zazo ezichaphazelekayo.
8. Iinqununu kufuneka ziqinisekise ukuba bonke ootitshala kwizikolo zabo banee-JDs abazisayine kunye neesuphavayiza zabo ezichaphazelekayo (amasekela nqununu neentloko zamacandelo ezifundo ngokulandelelanayo).
9. Inkcazo yomsebenzi yetheraphisti/yomcebisi ojongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellor*) yemfundo esesikolweni isayinwa yitheraphisti/ngumcebisi ojongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellor*) oyiNgcali yeMfundo eyiNtloko njengesuphavayiza esondeleyo kuye. Xa ingekho iitheraphisti/umcebisi ojongene neengxaki zabantu nemiba echaphazela ingqondo (*counsellor*) oyiNgcali yeMfundo eyiNtloko esesikolweni, lo msebenzi uya kwenziwa yitheraphisti eyingcali yemfundo ekwisithili.
10. Inkcazo yomsebenzi yesayikholojisti yemfundo esesikolweni isayinwa yisayikholojisti eneqhuzu ekwisithili njengesuphavayiza esondeleyo.
11. Ukusayinwa kwazo zonke ii-JDs kufuneka kugqitywe ungasadlulanga owama-31 Januwari wonyaka ngamnye.
12. Kwilinge lokukhuthaza ukuphendula ngokuqhubekayo kwisebe, abaphathi beesekethe neenqununu kufuneka baqinisekise ukuba izikolo ziyawuthobela lo myalelo.
13. Apha kuqhotyoshelwe ezi kopi zeethemphleyithi zeenkcazo zomsebenzi.

14. Kucelwa nazise okuqulethwe yile ngcaciso imfutshane bonke abalawuli bezithili, abaphathi beesekethe, iinqununu, iiKomiti zoLawulo zeZikolo, ootitshala namagosa ezithili achaphazelekayo ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-LJ ELY

USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO

UMHLA: 2023-12-12