

Inombolo yefayili: 3/3/3/1/1
Isalathiso: 20241031-7891

INGcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0012/2024

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwamaZiko, kwiiNtloko zoKunika iNkxaso kwiZithili, nakwiiNtloko zoKunika iNkxaso kuBafundi

Isihloko: Ukubaluleka kolawulo lwentsebenzo esemgangathweni

- Ngokumalunga neNgcaciso eMfutshane yeCandelo loLawulo lwezaBasebenzi ngoBuchule 00013/2023, yomhla we-01 Novemba 2023, kucelwa nifumane ikhalenda ye-*Quality Management System (QMS)* yango-2025 esebenza kootitshala abakuwo onke amanqanaba ezithuba zengqesho (PL1-PL4), nakuzo zonke iitheraphisti zemfundo ezisezikolweni, abacebisi (counsellors) neesayikholoji ezisezikolweni.
- 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.
- 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.
- Ulawulo lwentsebenzo oluqhubeka okokoko lunceda:
 - ekumiseleni umoya wentsebenzo egqwesileyo;
 - 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 iNtsebenzo (*Performance Improvement Plan*);

- ekukhokeleni nasekunikeni inkxaso abaqeshwa; kunye
 - nokunika izizathu ukulungiselela izigqibo 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. Ngumsebenzi oluxanduva 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 ayimfuneko kungakhokelela ekubeni utitshala angamnikwa uchatha womvuzo. Iinqununu ziya kuphendula malunga nokungeniswa kwamaxwebhu ayimfuneko.
 8. Kucelwa wazise okukule ngcaciso imfutshane bonke ootitshala abasebenza ezi-ofisini abaphantsi kweliso lakho ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-LJ ELY

USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO

UMHLA: 2024-11-07