B - Ukuqaliswa kwakhona kokufunda: Iindima nemisebenzi

ICandelo eliKhulu loPhuhliso noQuquzelelo lwamaZiko	B - ISikhokelo seSebe iWCED Uqaliswa kwakhona kokufunda: Iindima nemikusebenzi	
B - ISikhokelo seSebe iWCED	Esikhutshwe: Nge-15 Meyi 2020	Masijongisiswe njengesiyimfuneko naxa kuyimfuneko

Sivunywe yiNtloko yeSebe:

BK Schreuder
Umhla: 2020-05-15

B - ISIKHOKELO SOKUHLOLWA KWABASEBENZI (OOTITSHALA NABANGENGABO OOTIT-SHALA), KWABAFUNDI KUNYE NAWUPHI NA UMNTU ONGENA KUMASANGO ESIKOLO

1. IMISEBENZI YEENQUNUNU NE-*SMT*

1.1 **Iinqununu neSMT zinemisebenzi equlethe konke ukwenza oku:**

Le ilandelayo yimisebenzi emayenziwe yinqununu ne-*SMT*. Eli lithuba elifuna ngamandla ubunkokeli, inkuthazo nobuchule ukuncedisa iSebe iWCED libenako ukuqubisana neli thuba lobunzima obugqithisileyo kwezemfundo nakwilizwe ngokubanzi.

1.1.1 Ukugcina indlela yokucinga enika ithemba kwimigudu karhulumente yokuthintela ukunwenwa kwe- *Coronavirus (2019-nCOV*).

1.1.2 Ukukhusela impilo, ukhuseleko nempilo-qete yabafundi, yootitshala nekomiti yabasebenzi abanika inkxaso.

1.1.3 Ukugcina iziko ledatha eliphele leyo lengcaciso yabafundi, yootitshala neyabasebenzi abangengabo ootitshala (umqathango we-WCED nowe-COVID-19).

1.1.4 Ngokuxhomekeke kumanani abafundi, kunokuba yimfuneko ukuba ijongisiswe ithayimthebhili ngokungqinelana nemiqathango ye-*COVID-19*. Makuthathelwe ingqalelo oku kulandelayo:

- Iisayizi zeeklasi;
- Ii-intavali ezishiyaniswayo (*staggered)*;
- Abafundi mabahlale eziklasini yaye ootitshala mababolekisane phakathi kwezifundo (iiphiriyodi);
- Iindibano mazibe ngaphezu kwenye (ngokuxhomekeke kwisithuba);
- Amalungiselelo okuhlolwa kootitshala nabafundi qho kusasa;
- Iindawo zeentlanganiso ezifanelekileyo zabasebenzi (igumbi labasebenzi linokuba lincinci kakhulu);
- Akukho misebenzi yenziwa emva kweyokufundisa/emva kwemisebenzi yesikolo; yaye
- Kunokuba yimfuneko ukuba ijongisiswe eminye imigaqo-nkqubo yamabhunga olawulo.

1.1.5 Ukuqinisekisa ukuqhelaniswa nemeko kwabo bonke abasebenzi nabafundi ngokungqinelana neengcebiso ezinikwe kuxwebhu C.

- Ukwenza amalungiselelo okwenziwa komsebenzi ukwenzela iiseshoni zokuqhelwaniswa nemeko eqhubekayo.
- Ukuqinisekisa ukuba bonke ootitshala bayaya kwiiseshoni zokuqhelaniswa nemeko eqhubekayo.

1.1.6 Ukucacisela abasebenzi ngemiqathango yekhefu (*leave dispensation*) eya kusebenza kootitshala abaneemeko zezigulo ezithile. Inqununu mayingenise uluhlu olupheleleyo lootitshala abalolu hlobo abakufaneleyo ukusebenzela

emakhaya. Ootitshala abasele beqatshelwe mabangenise ifom yesicelo sekhefu nengxelo kagqirha yokugula eyimfuneko kwinqununu.

1.1.7 Ukuqulunqa isicwangciso sokungamela ukucocwa ngocoselelo kwesikolo phambi kokufika kootitshala nabafundi nokuqhubeka ngokucocwa nokuhlanziswa kwesikolo yonke imihla.

1.1.8 Ngoncedo lwe-SMT, makumiselwe imiqathango yolawulo lwezempilo nokuqelelana ngaphambi kokubuyela esikolweni kootitshala nabafundi.

1.1.9 Ukongamela ukuphunyezwa kweseshoni yokuqhelaniswa nemeko eqhubekayo nezicwangciso zokubuyiselwa kwexesha ekuphulukenwe nalo kwikharityhulam kwinqanaba lesikolo nokubonelela ngenkxaso efunekayo kootitshala nakubafundi.

1.1.10 Ukugcina abazali benolwazi ngezicwangciso nangeenguqu emaziphunyezwe.

1.1.11 Ukubeka esweni imiqathango yokuqelelana.

1.1.12 Ukuqinisekisa ukuba kubonelelwa ngamanzi neenkonzo zococeko, ngendawo engqonge isikolo ekhusekileyo, yokufundisa nokufunda okusempilweni nokusetyenziswa kwezixhobo zokuzikhusela ii-*pesonal protective equipment* ezifana neemaski.

1.1.13 Ukubagcina abazali nabafundi benolwazi ngokufunda besebenzisa ithekhnoloji (*virtual/online learning*), iThivi, ireyido namanye amaphulo afana nala afumanekayo kubafundi, ingakumbi abo bangekabuyeli esikolweni.

1.1.14 Ukufumanisa iindlela zokuqinisekisa ukuba kuyaqhubeka ukufundisa nokufunda nabafundi abasesemakhaya abalinde ukubuyela kwabo eziklasini.

1.1.15 Lo gama kunokubakho ukwanda kokusetyenziswa kwe-*ICTs* ne-*digital technologies* njengesisombululo sexeshana kwintlekele ye-Coronavirus (2019-nCOV), imiqathango mayibe ngamanyathelo afuna ukukhusela abafundi kwiingozi ezinxulumene namaqonga amajelo onxibelelwano (*social media platforms*) (umz. ukuxhatshazwa kusetyenziswa u-intanethi (cyberbullying), njl.nj.).

1.1.16 Ukuqinisekisa ukuba abona bafundi basemngciphekweni bayakhuselwa, bayakhuthazwa yaye banikwa inkxaso eyimfuneko.

1.1.17 Ukunika i-ofisi yesithili amagama abafundi abasemngciphekweni (abanezigulo ezithile).Abaphathi beeSekethe baya kubonelela ngeengcebiso zokuba kuya kujongwana njani na naba bafundi.

1.1.18 Ukusebenzisana ne-ofisi yesithili ukwenzela ukubonelelwa ngenkxaso ngokwasengqondweni nangokwasentlalweni apho kuyimfuneko, kuqukwa neenkonzo zeengcebiso *(counselling services*) kubafundi, kootitshala nakubasebenzi abanika inkxaso ukuqinisekisa impilo-qete yabafundi.

1.1.19 Ukwenziwa kophando ngabo bonke abangekhoyo ukunciphisa iingxaki zokuyeka isikolo bengagqibanga.

1.1.20 Amalungiselelo afanelekileyo (inkqubo, indawo, nabasebenzi) abaza kuhlola ootitshala nabafundi kusasa.

1.1.21 Ukuthathela ingqalelo zonke iiprothokholi ze-COVID-19.

1.1.22 Ukubeka esweni ukwamkelwa kwezixhobo zempilo nokhuseleko ezikolweni.

2. INDIMA YABAPHATHI BEESEKETHE

2.1 UMphathi weSekethe unoxanduva lwalo msebenzi ulandelayo:

2.1.1 Ukubeka esweni ukufunyanwa kwezixhobo zezempilo nococeko nokhuseleko ezikolweni

2.1.2 Ukubeka esweni ukucocwa kwezikolo ukukungiselela ukubuya kootitshala nabafundi.

2.1.3 Ukubeka esweni ukulungela kwezikolo ukwamkela ootitshala nabafundi.

2.1.4 Ukubeka esweni ukuqatshelwa kootitshala nabafundi abaneemeko zezigulo ezithile

2.1.5 Ukubeka esweni ukuqaliswa kokufundisa nokufunda ngokwemiqathango eyimfuneko.

2.1.6 Ukubeka esweni ukuqhubeka kokuqhelaniswa nemeko eqhubekayo ezikolweni.

2.1.7 Ukongamela nokubeka esweni ukuphunyezwa kwenkqubo yokuqaliswa kokufunda ngezigaba.

2.1.8 Ukubonelela ngenkxaso eyimfuneko kwiinqununu nakwizikolo njengoko kuyimfuneko.

2.1.9 Ukwazisa zonke iinqununu ngezinto ezintsha eziqhubekayo nokuqinisekisa ukuba iinqunnu ziyachazelwa.

2.1.10 Ukubeka esweni iirekhodi zokuhamba isikolo nokuyiqinisekisa ingcaciso yabo bangekhoyo esikolweni ngokumalunga ne-Covid-19.

2.1.11 Ukuqinisekisa ukuba izikolo ziligcina iziko ledatha lengcaciso engabafundi nootitshala linengcaciso ehlaziyiweyo.

2.1.12 Ukubeka esweni iirekhodi zesikolo zokuhlolwa kwemihla ngemihla kwabasebenzi nabafundi.

2.1.13 Ukubeka esweni bonke ekuqinisekiswe ukuba bayagula.

2.1.14 Ukubeka esweni ukuthathelwa ingqalelo kweSOP yeSebe iWCED engemigqaliselo yoKutyisa aBafundi.

2.1.15 Ukuqinisekisa ukuba iyaphunyezwa inkqubo-sikhokelo yekharityhulam efakelwe izilungiso

2.1.16 Ukungenelela ngoncedo kuwo nawaphi na amanyathelo angakhuselekanga okanye izenzo zokutenxa ezenziwe sisikolo ngokungqinelana neenkqubo ezifanekileyo zokulungisa umonakalo ukulungiselela ukhuseleko lwabafundi, ootitshala nabazali.

2.1.17 Ukunika ingxelo kumlawuli wesithili ngenkqubo eyenziwe zizikolo zakhe kwakunye nayo nayiphi na imiba yokhuseleko enokonalisa isicwangciso sokubuyiswa kwexesha ekuphulukenwe nalo.