



L – IsiKhokelo seSebe iWCED: Ukulawula kwabasuleleke yi- COVID-19 ezikolweni

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Sivunywe yiNtloko yeSebe leMfundo:



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L – ISIKHOKELO SESEBE IWCED: UKULAWULWA KWABASULELEKE YI-COVID-19 EZIKOLWENI

1. Injongo

1.1 Ukucebisa iinqununu neekomiti zolawulo zezikolo (*school management teams*) ngokumalunga nendlela yokulawula kwabo bosulelekileyo abaqinisekisiweyo okanye abakrokrelwayo ukuba bane-COVID-19 ezikolweni.

2. linkqubo kunye namalungiselelo aqhubelekayo

2.1 Bonke abafundi, ootitshala nabasebenzi abangengotitshala kufuneka bahlolwe yonke imihla ngokweSikhokelo seSebe leMfundo leNtshona Koloni (seSebe iWCED).

2.2 Igumbi lokugcina abagulayo (*sick bay*) kufuneka lilungiswe ukulungiselela ukubekela bucala okwethutyana umfundi (abafundi) okanye abasebenzi, ukuba ngaba umsebenzi okanye abasebenzi babonisa iimpawu zeCOVID-19.

2.3 Ingcaciso emalunga nokuba ngubani ekufuneka kuqhagamshelwane nabo njengesizalwane (*next of kin*), ukuba ngaba umfundi okanye umsebenzi ukhangeleka eneempawu zeCOVID-19, kufuneka ifumanekwe ngoko nangoko kubo bonke abafundi kunye nabasebenzi.

2.4 Ingcaciso emalunga nento ekufuneka yenziwe ukuba ngaba umntu othile uneempawu kufuneka ifumanekwe ngoko nangoko yaye isasazwe kubafundi, kubazali babo okanye kubasebenzi (kucelwa ukuba kujongwe iphetshana lengcaciso: elimalunga nonyango apha <https://wcedonline.westerncape.gov.za/back-school-covid-19-resources-schools>).

2.5 Kwimeko ephathelele kwigumbi lokufundela, inxalenye yesikolo, okanye isikolo sifuna ukuba kucocwe ngezihlanzisi ukubulala iintsholongwane kuso, isikolo kufuneka sinxibelelane nesithili esiya kuqinisekisa imfuneko yokwenjenjalo nokuqinisekisa ukufunyanwa kwenkonzo.

3. Inyathelo ekufuneka lithathwe xa umfundi ekhangeleka engaphilanga okanye ebonisa iimpawu ezinxulumene neCOVID-19.

3.1 Okulandelayo kusebenza xa umfundi ekrokrelwa ukuba akaphilanga okanye ubonisa iimpawu zokhohlo-khohlo olomileyo oluzingayo (*dry cough*), ifiva enkulu, uxinzelelo kumalungu okuphefumla (*respiratory distress*) okanye ukuphelelwa ngumoya xa uphefumla (*shortness of breath*), umqala obuhlungu, njl. esikolweni.

- 3.1.1 Makuhlolwe bonke abafundi yonke imihla.
- 3.1.2 Igumbi lokugcina abagulayo kufuneka lilungiswe ukwenzela ukubekela bucala umfundi (abafundi).
- 3.1.3 Ukuba umfundi ubonisa iimpawu ezinxulumene neCOVID-19, makabekwe bucala umfundi yaye makagcinwe yedwa kwabanye abafundi okanye abasebenzi bade bazokuthathwa okanye bagoduswe.
- 3.1.4 Abazali/abagadi bomfundi kufuneka baziswe ngoko nangoko yaye bacelwe ukuba bazokumthatha umfundi.
- 3.1.5 Xa kuzokuthathwa umfundi, umzali/umgadi womfundi kufuneka anikwe ingcaciso emalunga nekufuneka kwenziwe kunye nomntu ekufuneka kuqhagamshelwane naye xa umfundi ebonisa iimpawu zeCOVID-19.

4. Inyathelo emalithathwe xa kukho umfundi ekuqinisekiswa ukuba wosuleleke yiCOVID-19

- 4.1 Inqununu kufuneka inike ingxelo ngabo bonke abosulelekileyo abaqinisekisiweyo kumphathi wesekethe/kumlawuli wesithili ngoko nangoko, kwakunye nengcaciso ephathelele kusuleleko enjengale:
 - wagqibela nini umfundi ukuba sesikolweni;
 - ngoobani ababedibene nabo ngokuthe **ngqo**; yaye
 - ngoobani ababedibene nabo **ngokungephi**.
- 4.2 Inqununu namagosa ezithili aya kwenza uhlolo lwemeko yosuleleko yaye igosa lesithili liya kuqinisekisa ngamanyathelo ekufuneka athathwe.
- 4.3 ISebe lezeMpilo liya kuba noxanduva lokuqaphela abantu umfundi aye wadinaba nabo yaye liya kucebisa iSebe iWCED ngawo nawaphi na amanyathelo angamanye okanye anenjongo yokuthintela usuleleko ekufuneka ethathiwe.
- 4.4 Kumaxesha amaninzi, ukuvalwa kweziko okanye kwesikolo akusayi kuba yimfuneko.
- 4.5 Makukhunjulwe ukuba iNtloko yeSebe leMfundo ingagunyazisa ukuvalwa kweziko lemfundo. INtloko yeSebe leMfundo iya kwaziswa sisithili ize ilandele ingcebiso yeSebe lezeMpilo.

5. Amanyathelo ekufuneka athathwe xa umfundi eye wasesichengeni sokudibana nomntu okunokwenzeka ukuba wosuleleko yi-COVID-19

- 5.1 Ukuba umfundi uye wadibana nomntu ekukrokrelwa ukuba wosulelekile, akukho zithintelo okanye manyathelo ezolawulo awodwa afunekayo lo gama iziphumo zeemvavanyo zelaboratri zeCOVID-19 zisalindelekile.
- 5.2 Akukho mfuneko yakuvala sikolo okanye yokubagodusa abanye abafundi okanye basebenzi ekhaya.
- 5.3 Isikolo kufuneka siqhubele phambili ngokuqwalasela zonke iimfuneko ezingummiselo zeCOVID-19.
- 5.4 Ngoko ke, zide zibe ziyaziwa iziphumo zovavanyo, akukho mfuneko ekufuneka abasebenzi bayithathe.

6. Amanyathelo ekufuneka athathwe xa umfundi eye wasesichengeni sosuleleko sokudibana nomntu ekuqinisekisiweyo ukuba usuleleke yi-COVID-19

- 6.1 Nabani na oye wadibana ngokusondeleyo kunye nomntu ekuqinisekisiweyo ukuba une-COVID-19 kufuneka aqwalaselwe yaye acelwe ukuba makahlale ekhaya iintsuku eziyi-14 ukususela kumhla wokuba sesichengeni lo gama kusabekwa esweni iimpawu. Abavumelekanga ukuba bahambe isikolo. (Ukudibana ngokusondeleyo okanye ngokuthe ngqo, umz. kukuxhawulana ngezandla okanye ukwangana. Ukuba kwigumbi nokungadibani ngqo nabanye kuthathwa njengokudibana ngokungephi okungenamngcipheko.)
- 6.2 Bonke ekwakudityenwe nabo **ngokungephi** (apho kungekho ndibano ngokwasemzimbeni ngokuthe ngqo) kufuneka baqhubele phambili ukuhamba isikolo.
- 6.3 Ukuba umfundi oye wadibana ngokusondeleyo nabanye ubonisa naziphi na iimpawu ezichazayo lo gama esekhaya, kunokufonelwa iinombolo zamathuba kaxakeka zikaRhulumente weNtshona Koloni okanye ze*National Institute for Communicable Diseases* ukulungiselela uncedo lwezonyango nokuvavanywa okungaphezulu.
- 6.4 Abafundi abangadibani ngqo ngokusondeleyo nomntu ekuqinisekisiweyo ukuba wosulelekile kufuneka bahambe isikolo.
- 6.5 Abafundi abebekhe badibana nalowo sele ephilile kusuleleko oluqinisekisiweyo kufuneka bahambe isikolo.

7. Inyathelo ekufuneka lithathwe ukuba umsebenzi uvavanywe njengosulelekileyo yiCOVID-19

- 7.1 Umsebenzi osulelekileyo yiCOVID-19 kufuneka afake isicelo sekhefu lokugula.
- 7.2 Bonke abasebenzi nabafundi ababedibene **ngokusondeleyo** nomntu ochaphazelekayo kufuneka bazikhethela bucala (*self-isolate*) kangangethuba leentsuku eziyi-14 ukususela kulowo bekudityenwe naye wokugqibela.
- 7.3 Bonke abasebenzi ekufuneka ukuba bazikhethela bucala kufuneka benze isicelo sekhefu elilodwa (*special leave*).
- 7.4 Kufuneka kugcinwe yaye kungeniswe uluhlu lwabo basebenzi kwi-ofisi yesithili echaphazelekayo.
- 7.5 I-ofisi yesithili kufuneka igcine iirekhodi yaye izingenise ezi zinto kuNdlunkulu wecandelo loLawulo lweeNkqubo zaBasebenzi (*Head Office's People Management Practices (PMP) section*).
- 7.6 Ukucocwa/ukubulawa kweentsholongwane kwindawo echaphazelekileyo kufuneka kuququzelelwe njengoko kuchaziweyo apha (2.5).
- 7.7 Makuqhagamshelwane nomsebenzi okanye nomfundi njengendlela yokubeka esweni nokuhlola.

8. Umsebenzi obekhe wadibana nomntu osulelekileyo oginisekiweyo ukuba une-COVID-19

- 8.1 Bonke abasebenzi ababedibene **ngokusondeleyo** nomntu osulelekileyo kufuneka ukuba bazikhethela bucala (*self-isolate*) babe sekhaya kangangeentsuku eziyi-14 ubuninzi ukususela ekudibaneni kwabo okokugqibela nomntu osulelekileyo. (Ukudibana ngokuthe ngqo, umz. kukuxhawulana ngezandla okanye ukwangana. Ukuba segumbini kungekho kudibana ngokuthe ngqo kuthathwa njengokudibana okungephi okungenamngcipheko.)
- 8.2 Abasebenzi ekufuneka ukuba bazikhethela bucala (*self-isolate*) kufuneka benze isicelo sekhefu elilodwa (*special leave*).
- 8.3 Inqununu kufuneka iqinisekise ukuba indawo ekusetyenzelwa kuyo yabantu ekufuneka ukuba bazikhethela bucala (*self-isolate*) icocwa ngokucokisekileyo.

- 8.4 Makugcinwe uqhagamshelwano naloo msebenzi njengeendlela zokubeka esweni kunye nokuhlola.
- 8.5 Amagama abasebenzi kufuneka arekhodwe sisikolo yaye ikopi yawo ingeniswe kwi-ofisi yesithili.
- 8.6 I-ofisi kufuneka ingenise le ngcaciso kwaNdlunkulu.

9. Umsebenzi obesemngciphekweni wokudibana nomntu ekukrokrelwa ukuba wosulelekile yi-COVID-19 (nongekaqinisekiswa)

- 9.1 Ukuba umsebenzi ebedibene nomntu osulelekileyo kodwa engekaqinisekiswa, akukho miqathango okanye manyathelo ezolawulo athile afunekayo lo gama iziphumo zovavanyo lwaselaboratri zeCOVID-19 zisalindelekile.
- 9.2 Umsebenzi lowo kufuneka aqhubeke ngokusebenza.
- 9.3 Isikolo kufuneka siqhubele phambili ukuqaphela zonke iimfuneko ezingummiselo zeCOVID-19.
- 9.4 Ngoko ke, side sibe siyaziwa isiphumo seemvavanyo, akukho mfuneko kufuneka ithathwe ngabasebenzi.
- 9.5 Ukuba iziphumo zichaza ukusuleleka, makusetyenziswe imimiselo njengoko ichaziweyo kwingongoma ye-8.

10. Ukuba umsebenzi okanye umfundi ubonisa iimpawu ezinxulumene neCOVID-19 lo gama esesikolweni

- 10.1 Makabekelwe bucala umsebenzi okanye umfundi okwethutyana kwigumbi lokugcina abagulayo okanye kwigumbi elibekelwe ukubagcina bucala okwethutyana.
- 10.2 Makucetyiswe umsebenzi lowo ukuba agoduke okanye kuqhagamshelwane nabazali/nomgadi womfundi.
- 10.3 Makucetyiswe umsebenzi okanye umzali/umgadi womfundi ukuba afonele kumanani amathuba kaxakeka.

11. Umsebenzi ongavumiyo ukuya emsebenzini ngenxa yoloyiko lokusuleleka yiCOVID-19

- 11.1 Ukungavumi ukuya emsebenzini kuthetha ukuba oko kungabikho semsebenzini akukho semthethweni yaye kuya kufuneka kujongwane nako ngokwemigaqo yezoluleko esebenzayo.

11.2 Kusetyenziswa inkqubo yekhefu eliqhelekileyo, ngaphandle kokuba kokuba kuyalelwe ngokwahlukileyo yiyo nayiphi na imimiselo yeCOVID-19 ekunokubhengezwa ngethuba lalo bhuhane.

12. Ootitshala/abasebenzi ababambela ootitshala abangaphilanga

12.1 Nje ukuba kuqinisekiswa ukuba utitshala akaphilanga ngenxa yeCOVID-19, isikolo kufuneka senze isicelo sokuqesha utitshala obambeleyo.

12.2 Isikolo kufuneka kwakhona senze isicelo sokuqesha utitshala obambeleyo ukuba utitshala lowo akakho esikolweni ngenxa yethuba lokuzibekela bucala (*self-isolation*) leentsuku eziyi-14 ubuninzi.

12.3 Kuya kunikwa ingqwalaselo yokuqesha ootitshala ababambelayo ukuba kunako.

12.4 Izikolo zinokuqwalasela ukusebenzisa amavolontiya ahloliweyo ukuba oko kuba yimfuneko.

13. Ukulawula nokubeka esweni ukungabikho esikolweni

13.1 Makuzaliswe iirejista zabakhoyo nabangekhoyo yonke imihla ngokwesiqhelo ngootitshala, ngabasebenzi abangengotitshala kunye nabafundi. Le yimfuneko engummiselo wesiqhelo weSebe iWCED kodwa kwakhona iyimfuneko engummiselo weCOVID-19 ukunceda kwinkqubo yokulandelela (*tracing*).

13.2 Makuqwalaselwe imisebenzi kunye nezikhundla ezibaluleke gqitha esikolweni yaye kucwangcise ngokufanelekileyo ukuba kuqeshwe abasebenzi abangabanye abaneziqinisekiso zemfundo ezifanelekileyo esikolweni ukuzalisa izikhewu ezinokubakho ngenxa yeziphumo zeCOVID-19.

14. Ukuba izikolo zivaliwe, kufuneka kuqwalaselwe okulandelayo ukulungiselela ukuqhubela phambili ngokufunda nokufundisa

14.1 Zonke iinkcukacha zoqhagamshelwano zomfundi kunye nomzali, kubandakanywa iinkcukacha zoqhagamshelwano zasekhompyutheni, apho kunako, kufuneka zihlaziye ngokutsha yaye zifumaneke ngoko nangoko kubasebenzi abachaphazelekayo.

14.2 Izixhobo zokufunda kufuneka zilungiselelwe kwithuba elingangeeveki ezine kwangaphambili, ngawo onke amaxesha, ukulungiselela imeko apho isikolo kunokufuneka ukuba sivalwe ngenxa yezithintelo zenqanaba lokuhlala uthe qwaa (*alert level restrictions*) okanye ngezinye izizathu.

- 14.3 Makuqhutyelwe phambili kuqulunqwa izixhobo zokufunda zabafundi xa izikolo zivaliwe.
- 14.4 Makusetyenziswe izifundo ekubonelelwe ngazo ngaMacandelo eKharityhulam yezeMfundo noQeqesho Jikelele kunye/okanye yeMfundo noQeqesho oluQhubekayo (*General Education and Training and/or Further Education and Training Curriculum Directorates*).
- 14.5 Makukhuthazwe ukufunda nge-intanethi (*online learning*) kusetyenziswa isistim yasekhompyutheni i-WCED ePortal.
- 14.6 Makunikwe abazali ingcaciso malunga nezifundo kwirediyo, kumabonakude nakwiprogram yeethelematiki (*telematics programme*).
- 14.7 Makuqinisekiswa ngokuqhubela phambili kwemfundo:
- makuqwalaselwa kwakhona izicwangciso zokufundisa nokufunda; yaye
 - makuphunyezwe izicwangciso zezifundo zasekhompyutheni ii-eLearning plans, kuqukwa neze-intanethi (*digital*) kwakunye neendlela ezinokukhethwa zemfundo ngexa bangama (*distance learning options*), apho kunako yaye kufanelekileyo.
- 14.8 Ukuba kuyimfuneko, makuqinisekwe, ngokubonisana namagosa esithili ezikolo okanye namanye amahlakani karhulumente achaphazelekayo okanye akufutshane:
- malunga nendlela yokuqeqesha ootitshala ukuba batshintshela izifundo zokudibana nabafundi ubuso ngobuso zibe zizifundo zasekhompyutheni (*online lessons*);
 - ukugqiba ngeengxaki zobuchwepheshe ekufuneka zisonjululwe kuqala (*triage technical issues*) xa ujongene nenkxaso kwanabasebenzi be-IT abanqopheleyo;
 - indlela yokukhuthaza ukubekwa esweni ngokufanelekileyo ngabantu abadala lo gama abafundi besebenzisa iinkqubo zemfundo ngexa bengama (*distance learning approaches*); yaye
 - bajongana njani nokunqongophala okunokwenzeka kokufikelela kwabafundi kwiikhompyutha nakwi-intanethi ekhaya.
- 14.9 Makubethelelwe uluhlu lwezibonelelo zoncedo ezifanelekileyo ezifumanekayo ukusuka kwirediyo, umabonakude kunye namanye amaqonga emidiya kunye nokwenza ukuba zifumaneke kubafundi nabazali.
- 14.10 Makuqinisekiswa ngokuqhubeka kweenkqubo zokutyisa abafundi, ukuba kunokwenzeka.