

## ISIHLOMELO B

IMFUNO EZIMISELWE NGUMTHETHO, IMIGAQO NEMIGQALISELO YOKUQESHLWA KWABEENKONZO ZOKHUSELEKO.

Ngokususela kuMgaqo-nkqubo woKhuseleko wePhondo (*Transversal Provincial Security Policy*) (owavunywa yiKhabhinethi yePhondo, iSigqibo 273/2005 sange-16 Novemba 2005), kwaqulunqwa isikhokelo esiza kunceda amasebe xa ethenga iinkonzo zokhuseleko zabucala.

Umboneleli-nkonzo makangqinelane yaye alandele ngqo ezi mfuno, le migaqo nale migqaliselo ilandelayo. Isikolo ngenxa yokuba singumqeshi, masiqinisekise ngokuthotyelwa kwemigaqo.

### 1. IMFUNO EZIMISELWEYO

#### **Ukwenza inkonzo yokhuseleko e- [igama lesikolo]**

##### **1.1 Inani loonogada elifunekayo—ngokwesikolo eso**

##### **1.2 IGreyidi yoQeqesho      IGreyidi D**

##### **1.3 Iiyure zokusebenza :      24 iiyure ngempelaveki kuze phakathi evekini ukususela ngo-17:00 ukuya ku-07:00 ukugada ipropathi;**

Ukukhusela ubomi, ukuqalela ngo-07:00 de umntu wokugqibela ashiye amasango esikolo.

**Akukho basebenzi bangageqeshwanga baya      kuvunyelwa kumasango esikolo.**

### 2. INJONGO

#### **Kukuqiniskekisa ukhuseleko nokhuselo Iwe prophathi yesikolo, ootitshala nabafundi**

### 3. IPROFAYILI YOONOGADA

- Makabe ngummi waseMzantsi Afrika
- Makabe ubhalisile kwiPSIRA (nekufuneka iinkcukacha zobhaliso zingeniswe kumphathi wesikolo okanye kwigosa lokukhuseleko lesikolo)
- Makakwazi ukuthetha ulwimi lwabahlali bendawo apho aya kusebenza khona
- Makabe ngumntu ophile qete ngokwasemzimbeni
- Makabe namandla okubanako ukususa ngezigalo abantu abangafunekiyo apho
- Makabe ngumntu ozithembileyo nonako ukunyanzelisa ukuthotyelwa kwemiqathango yokhuseleko njengoko kuyimfuneko
- Makabe ngumntu ohlonitshwayo

### 4. IMISEBENZI

Makunikwe iinkcukacha ezibanzi zezinto eziza kwenziwa, nemazivunywe ngabaphathi besikolo neziya kubandakanya:

#### 4.1 Ukugada

- Ukuhuela abantu neprophathi ekubeni ingonakaliswa, ngelizwi okanye ngezenzo okanye ngabanye abantu
- Ukuhlala bethe qwa bekhusela ipropathi nabasebenzi kuzo naziphi na iinzame zakhe nabani na/zabo nabaphi na abantu abangena ngokungemthetho kumasango eSebe iWCED

#### 4.2 Ukupatrola

- Ukuqwalasela ngeliso elibukhali kungekenzeki nto kwindawo engqonge isikolo bajonge nantoni na engabeka engozini ukhuseleko okanye elolunye uhlolo Iwengozi (izinto eziyingozi kukhuseleko ezinako ukubangela umonakalo kwipropathi okanye ukwenzakala kwabantu). Ukusoloko bethe qwa begadile nokuziphatha kakuhle, zezona zinto zibaluleke gqitha.
- Ukupatrola nokusoloko bebonakala kuloo ndawo igadwayo
- Xa kukho isiganeko esenzekileyo, umboneleli-nkonzo ulindeleke ukuba angenise ingxelo eneenkukacha ezipheleleyo kumphathi wesikolo okanye komnye umntu onyuliweyo kwiiyure eziyi-24 zokuhla kwesiganeko.

#### 4.2.1 Injongo yokupatrola

- Kukuqinisekisa ukuba zonke iindawo ezinokuba semngciphekweni (*vulnerable points*) ziylatshekishwa qho ukuze kunganeni umntu ongagunyaziswanga.
- Kukutshekisha ucingo olubiyleyo nezibane ukuqinisekisa ukuba ziyasebenza
- Kukutshekisha ukhuseleko Iwazo zonke iingcango eziphumela ngaphandle, iifestile, negeyithi maxa onke ngexesha lomjikelo wokupatrola. Kufuneka indawo nganye egadiweyo itshekishwe kuye umntu kuyo.
- Kukuqinisekisa ukhuseleko Iwazo zonke izitshixo ezigciniswe igosa elipatrolayo

#### 4.2.2 Indlela yokupatrola

- Isikolo masinike unogada imiyalelo ecace gca nethe ngqo.
- Makubhalwe irekhodi yendawo nganye unogada akuyo amaxesha ngamaxesha

#### 4.3 Imisebenzi

- Ukulawula ukungena nokuphuma kwabantu
- Ukususa umntu/abantu abangafunwayo kumasango esikolo
- Ukukhusela abasebenzi, iindwendwe, abafundi nepropathi
- Ukusukela xa kuhala ii-alam ezifakwe ngaphakathi kwisakhiwo. Ukuqhagamshelana neSAPS esebebenza igumbi lolawulo (*control room*)
- Ukuqinisekisa ukuba yonke into itshixiwe emva komsebenzi
- Ukufaka imibuzo bonke abantu abarhanelwayo abangaphakathi kumasango esikolo
- Ukunka ubungqina kwinkundla yomthetho okanye kwityala loluleko (*disciplinary hearing*) aphi aye nabani na/umfundsi okanye utitshala wabanjelwa ulwaphulo-mthetho nokuba lolunjani na.

#### 4.3 Izixhobo zokuncedisa unogada ngamnye

- amahandibhoyi
- ibheyithoni
- incwadana yokubhala
- ipeni
- ikhadi elicacileyo lokuzazisa lenkampani elinefoto yaloo mntu, igama, inombolo yesazisi, inombolo ye-PSIRA kulo, emaliqhotyoshelwe kwindawo ebonakalayo nguloo mntu maxa onke.
- ithotshi ebusuku (ebonisa kumgama oziimitha eziyi-50)
- irediyo yokunxibevelana, xa kufuneka anxibevelane negumbi lolawulo
- incwadi yeziganeko ezechlileyo (*occurrence book*)

### 5. AMALUNGELO ASEMTHEHWENI, IMISEBENZI NEEMFANELO

Bonke abasebenzi bokhuseleko mabawazi amalungelo neemfanelo zabo ngokumalunga nemithetho echazwe apha ngasezantsi.

5.1 UMgaqo wokuZiphatha kwaMagosa oKhuseleko ngokoMthetho 56 ka-2001 wePrivate Security Regulating Authority

**5.2 UMthetho oLawulo ukuNgena kwiZakhiwo zika-Rhulumente neZithuthi (UMthetho 53 ka-1958) njengoko ufakelwe izilungiso. (The Control of Access to Public Premises and Vehicle Act ) as amended)**

Abasebenzi bezokhuseleko banikwe amagunya yaye banako ukuwasebenzia ukulawula ukungena nokuphuma kwabantu ngokweziqendu 2, 3 no-4 zalo mthetho.

**5.3 UMthetho weNkqubo yamaTyala eSizi (uMthetho 52 ka- 1997) (Criminal Procedure Act 1997 (Act 52 of 1997) njengoko ufakelwe izilungiso: I-inshorensi ngeendaleko zakhe**

Unogada angasebenzia ilungelo lakhe ngokweSiqendu 42 ukubamba nawuphi na umntu owaphula umthetho okanye olinga ukwaphula umthetho phambi kwakhe okanye amrhanelayo ngezizathu ezithile ukuba uza kwenza isenzo solwaphulo-mthetho.

**6. UKUBEKWA ITYALA/UKUSOLEKA (LIABILITY)**

- 6.1 Umboneleli-nkonzo ngawo onke amaxesha unoxyanduva lwezenzo neempazamo, kubandakanya kodwa kungaphelelanga ekufeni, ukwenzakala, okanye ukubetha, ezenzeke kuyo nayiphi na inkonzo kwelo ziko lisisikolo.
- 6.2 Umboneleli-nkonzo makafumane i-ishorensi i-public liability insurance ngeendaleko zakhe ezilingana (commensurate) neengozi ajongene nazo umqeshwa wakhe.
- 6.3 I-inshorensi iya kwenza isibonelelo sazo zonke iilahleko ezithweswa umboneleli-nkonzo ngenxa yabaqeshwa bakhe (vicarious losses) okanye ezenziwe ngabaqeshwa bakhe.
- 6.4 Umboneleli-nkonzo kufuneka angenise ubungqina bokusebenza ngokusemthethweni kwepolisi ye-inshorensi i public liability insurance policy, ekuqaleni kwemvumelwano.
- 6.5 Kwimeko apho kuhakezwe okanye konakaliswe kweso sikolo ngethuba le shifti, umboneleli-nkonzo uya kumelwa bubutyala bokuhlawula iindleko zalo monakalo okanye isabelo esingumlinganiselo ofanelekileyo (pro-rata share) seendleko zokubuyekeza okanye zokulungisa umonakalo okwipropathi.

**7. INGCACISO NGOKUBANZI**

- 7.1 Wonke umsebenzi kwelo ziko mawenziwe njengoko kumiselwe ngabaphathi besikolo.
- 7.2 Indawo egadwayo mayingashiywa ingagadwanga ngethuba leshifti. Ukuba unogada ufunu ukuhamba kwindawo egadiweyo ngenxa yaso nasiphi na isizathu, umzekelo ngethuba lokutya, inkampani yokhuseleko mayibonelele ngonogada obambelayo ngelo thuba.
- 7.3 Akuvunyelwanga ukuquesha enye inkampani ukuba yenze umsebenzi onikwe loo mboneleli-nkonzo. Oko kukutenxa emgaqwani yaye kuya kukhokelela ekuphelisweni kwemvumelwano ngoko nangoko.
- 7.4 Xa kunokuthi kubekho isiganeko esibeka emngcipheweni ubomi, ngumsebenzi ophambili wabasebenzi bezokhuseleko ukukhusela abasebenzi/iiklayenti/ iindwendwe nepropathi (yesikolo) yeSebe iWCED.