URhulumente weNtshona Koloni
EzeMfundo

ISALANTHISO: 20120810-0026
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ISETYHULA : **0003/2013**
UMHLA WOKUPHELELWA : **AWUKHO**

IYA: **KUBALAWULI ABAZIINTLOKO, KUBALAWULI, KUBAPHATHI BEEKOMITI ZEESEKETHE, KUBALAWULI BEZITHILI ZEMFUNDO, KWIINTLOKO ZAWO ONKE AMAZIKO EMFUNDO, KWIINQUNUNU NAKOOSIHLALO BAMABHUNGA OLAWULO EZIKOLO**

ISISHWANKATHELO ESIFUTSHANE: *Isicwangciso sokuqulela ugwayimbo olungenzeka ukuqinisekisa uququzelelo ngokuhlangeneyo lwemisebenzi engxamisekileyo ngethuba loqhankqalazo*

ISIHLOKO: **ISICWANGCISO SOKUQULELA UGWAYIMBO OLUNGENZEKA (*INDUSTRIAL ACTION CONTINGENCY PLAN*)**

1. Injongo yesi siCwangciso sokuQulela uGwayimbo oluNgenzeka (*Industrial Action Contingency Plan*) siqhotyoshelwe apha kukuqinisekisa ukuba iSebe leMfundo leNtshona Koloni liququzelela ngaxeshanye nangokukhawuleza imisebenzi engxamisekileyo ngethuba loqhankqalazo. Esi siCwangciso sokuQulela uGwayimbo oluNgenzeka siqhotyoshelweyo sicacisa iinkqubo ekufuneka abaphathi bazilandele ukwenzela ukulawula uqhankqalazo ngendlela eyiyo nangempumelelo.

2. Ilungelo lokuqhankqalaza lilungelo elingundoqo neliqulathwe kwisiqendu 23(2)(c) soMgaqosiseko weRiphablikhi yoMzantsi Afrika, 1996 (uMthetho 108 ka-1996). Eli lungelo liphunyezwa kwiSahluko IV soMthetho wezoBudlelane emSebenzini, 1995 (uMthetho 66 ka-1995).

3. Ukwenzela ukulawula iziphumo zelungelo lokuqhankqalaza kwicandelo lezemfundo ephantsi korhulumente, kwaye kwaqulunqwa isiCwangciso soLawulo loQhankqalazo (*Strike Management Plan*) sawo onke amaphondo liSebe leMfundo esiSiseko. Ukongeza koku, uRhulumente wePhondo leNtshona Koloni waye waqulunqa isiCwangciso sokuQulela okuNgenzeka ngokuBanzi (*Generic Contingency Plan*) ukuqinisekisa ukuba eli lungelo lokuqhankqalaza lineziphumo ezincinane kakhulu kuwo onke amasebe ephondo. Injongo yesi siCwangciso sokuQulela okuNgenzeka esixeliweyo kukugcina iimbopheleleko ezimiselweyo nokuzilandela ngqo maxa onke.

4. Lo gama iSebe leMfundo leNtshona Koloni lilivuma ilungelo lokuqhankqalaza nendawo yalo kwiingxoxo zothetha-thethwano phakathi komqeshi nomqeshwa, eli Sebe linoxanduva lokugcina isiqendu 28(2) soMgaqo-siseko, esifundwa kunye nesiqendu 29(1)(a), esibambe ukuba okona kubaluleke gqitha zezo zinto zilungiselela iimfuno zomntwana, kubandakanywa nelungelo lokufumana imfundo esisiseko, nokukokona kubalulekileyo nokubekwa phambili kuwo nawuphi umba ophathelele kumntwana.

5. Ngako oko ke, phantsi kwale meko engqongileyo yokukhusela ezona mfuno ziphambili zokulungiselela abafundi lo gama kukwahlonitshwa ilungelo labasebenzi bethu lokuqhankqalaza, esi siCwangciso sokuQulela uGwayimbo oluNgenzeka siveliswe ngokulandela isikhokelo semigaqo-nkqubo kazwelonke neyephondo (*within the framework of national and provincial policies*).

6. Kucelwa ufunde okuqulethwe sesi siCwangciso sokuQulela uGwayimbo oluNgenzeka (*Industrial Action Contingency Plan*) ukwenzela ukuba ukwazi yaye ukwazise bonke abathathi-nxaxheba abachaphazelekayo.

ISAYINWE: NGU-PA VINJEVOLD
INTLOKO: YESEBE LEMFUNDO
UMHLA: 2013:01:14

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