M – ISikhokelo seSebe i*WCED*: Iindima nemisebenzi eluxanduva yebhunga lolawulo

ISebe eLikhulu: LoPhuhliso noQuquzelelo lwamaZiko	M – ISikhokelo seSebe i*WCED*: Iindima nemisebenzi eluxanduva yamabhunga olawulo	
M - ISikhokelo seSebe i*WCED*	Sikhutshwe: nge-23 Meyi 2020	Masijongisiswe njengesiyimfuneko naxa kuyimfuneko

Sivunyiwe yiNtloko yeSebe leMfundo:

BK Schreuder
Umhla: 2020-05-23

M – ISIKHOKELO SESEBE I*WCED*: IINDIMA NEMISEBENZI ELUXANDUVA YAMABHUNGA OLAWULO

1. Injongo

Olu xwebhu lulandelayo luchaza iindima nemisebenzi eluxanduva eyahlukeneyo yamalungu amabhunga olawulo ukunika inkxaso kulawulo lwe*Covid-19*.

2. Indima yamabhunga olawulo

2.1 Imimiselo emalunga nobhubhane we*Covid-19* ayishenxi kwiiNdima neMimiselo eluXanduva yamabhunga olawulo njengoko imiselweyo nguMthetho weZikolo zaseMzantsi Afrika (UMthetho 84 ka-1996) (*SASA*).

2.2 Ibhunga lolawulo kufuneka liqhubeke ukuqinisekisa ukuba lizalisekisa umsebenzi walo njengoko kuchaziweyo kwicandelo 20(1)(*e*) lomthetho we*SASA,* "ukunika inkxaso inqununu, ootitshala nabanye abasebenzi besikolo ekwenzeni imisebenzi yabo abayiqeqeshelweyo".

2.3 Ubhubhane i-Covid-19 ufuna ukuba amabhunga olawulo makanike inkxaso kulawulo lwesikolo ekufezekiseni iimfuno zempilo nezokhuseleko loluntu oluyinxalenye yesikolo.

3. Amanyathelo ekufuneka athathwe

3.1. Kukuseka ikomiti ejongene ne*Covid-19* yokuqulunqa isicwangciso ngentsebenziswano nenqununu kunye ne*SMT*, ngokungqinelana nemimiselo kazwelonke. Le Komiti yezeMpilo nezoKhuseleko inokba sisongezelelo seKomiti yezoKhuseleko yeSikolo.

3.2. Kukunika inkxaso ulawulo lwesikolo ekuphumezeni iiprothokholi zezeMpilo nezoKhuseleko. Oku kuquka ukungena kumasango esikolo, isicwangciso sokuhlola kunye nesicwangciso sokuhanjwa kwesikolo esihlaziyiweyo (ngababaphi abafundi abazayo esikolweni, besiza nini, kunye nokwenziwa kwethayimtheyibhile).

3.3. Kukunika inkxaso iprogram yokuqhelaniswa nemeko eqhubekayo kwabafundi kunye nembalelwano eya kubazali.

3.4. Ukuphinda kubekwe phambili ibhajethi kuthathelwa ingqalelo:

3.4.1. Imali eyongiweyo ngenxa yokuba isikolo sivaliwe ukusukela nge-20 Matshi 2020 umzekelo: ulondolozo, amanzi kunye nombane, ifowuni, ezothutho, imisebenzi eyenzeka emva kweeyure zesikolo kunye nokurhoxiswa kweeprojekthi (*cancellation of projects*).

3.4.2. Iintsilelo (*shortfalls*) kwingeniso esuka ekuqokelelweni kweefizi zesikolo.

3.4.3. Inkcitho eyongezelelweyo enokubangelwa kukuqinisekiswa kokusebenza kwezikolo kwiinyanga ezimbalwa ezizayo, ngokukodwa kwezokhuselo nokhuseleko (kuqukwa ukugcinwa kweempahla zokuzikhusela ii-*PPE*) kunye nokufundiswa kwekharityhulam kunye, nalapho kuyimfuneko, abasebenzi abongezelelweyo.

3.5 Ukujongana nemiba yezabasebenzi enokubangelwa kukuncipha kwengeniso kunye nokuhlawulwa kwabaqeshwa bebhunga lolawulo.

3.6 Ukujongana nemibandela yabasebenzi okunokubangelwa kukungabikho semsebenzini kwabasebenzi emsebenzini.

3.7 Makuqukunjelwe inkqubo yokwamkela abafundi yango-2021.

3.8 Makulawulwe iikhontraki kunye nababoneleli-nkonzo ngenxa yokurhoxiswa (*cancellation*) kwemisebenzi eqhubeka emva kweeyure zesikolo.

3.9 Ukucelwa kwesicwangciso sokusebenza esisuka kwinqununu ngokumalunga nokuphunyezwa kwesikhokelo kunye neengxelo zaqho ngonyaka ezimalunga nokuphunyezwa kwaso kunye nemingcipheko.

3.10 Mazivunywe iinguqu kumaxesha esikolo, apho kufanelekileyo, kunye nokuqinisekisa ukuba oku kuyangqinelana nayo nayiphi na imimiselo esebenzayo yengqesho yabasebenzi (*SASA s.*20(1)*(f)*).

3.11 Makunxityelelwane kunye nabazali malunga nokulindelekileyo kubo ngokuphathelele ekuhlawulweni kweefizi zesikolo.

3.12 Makwenziwe izigqibo zokujongana nokungahlawulwa kweefizi.

3.13 Makugqitywe malunga nendlela yokujongana nabazali abanqwenela ukutyelela isikolo.

3.14 Makuvunywe izihlomelo okanye izongezelelo kwimigaqo-nkqubo ekhoyo yokujongana ne*Covid-19*. Umzekelo: uMgaqo-nkqubo ongokuZiphatha, ukumisela umgaqo-nkqubo omalunga nokungabikho kwabasebenzi abahlawulwa sisikolo ngenxa yokuba nezinye izigulo (*comobirdities*), okanye nayo nayiphi na eminye imigaqo-nkqubo efuna izihlomelo ze*Covid-19*.

Imibulelo:

Esi sikhokelo siqulunqwe ngentsebenziswano ye-Governing Body Foundation (GBF) kunye ne-Federation of Governing Bodies of South African Schools (FEDSAS).