

Rhodes University

Izindululo ezenzelwe
ingqungquthela yenguqu
(Recommendations from the
Transformation Summit)

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2.6.2. Izindululo ze-ngqungquthela

2.6.2.1 Ubuni beZiko (Injongo, Umbono, Inqobo neGama)

Izindululo ezicaciswe kwinkqubo ekhokelela kwiNgqungquthela, neziyelelene kwinjongo, umbono nesimo seYunivesithi (njengeenqobo zayo ezingundoqo, ukwabelana kweenkolelo neenkqubo, imiqondiso, igama nembali, nezichaza ukuba luyintoni umanyano lweyunivesithi iyonke), zingabekwa phantsi koluhlu lwezindululo ezintandathu ezikumgangatho ophezulu. Ezi zizindululo, kwingxelo yenjongo nombono, kwiinqobo ngokuxhaswe yingxelo yombono nenjongo kwisaci seZiko esithi “Ikhaya labaNtu Bonke” nakwikamva legama leZiko. Iimeko ezigabadeleyo zezi zindululo zintandathu ziza kudweliswa.

Okuninzi kwingxoxo ngoBuni beZiko yamaqela abucala ibisisivumelwano phakathi kobuni beziko nanjengoko kuchazwe kwiNgxelo yoMbono neNjongo, nobuni balo nanjengoko kubonakala kwinkcubeko yenkqubo yantsuku zonke. Isindululo esisiseko esaziswe kule ngxoxo, sesokuba kukho isidingo sokuba iZiko livelise ubuni obuphilwayo nobulangazelelwayo, apho ubuni neenkubeko ezahluka-hlukeneyo zikwazi ukubumbana. Kuye kwafikelelwa kwisigqibo sokuba inqanaba lokungqinelana phakathi kobuni obulangazelelwayo obaziswe kwiNgxelo, kunye nobuni obuphilwayo liphantsi kunoko kunqwenelelwayo. Imbonakalo yeyantlukwano ekuthe kwaxoxwa ngayo nangakumbi, kukuvallelwa ngaphandle kwaBantu abaNtsundu, abasebenzi nabafundi abangazibandakani nesini esithile ngokwentlalo yabo kwiZiko nangona ukungafunwa kocalu-calulo olungalunganga kudweliswe njengo nqobo yeziko kwiNgxelo.

Ingxoxo ibiyeyokuba, eminye yemiba enesiphumo esingalunganga ubukhulu becala kulapho kukho ukungqinelana phakathi kweenqobo ezenziwayo nezo zinqwenelelwayo, kukusilela kwemigaqo-nkqubo neenkqubo eziza kuthi zivumele kwaye zibeke amalungu eziko kwisikhundla esiza kuwasondeza ngokwesenzeko kwiinqobo ezinqwenelekayo. Eminyane imiba echongwe njenge nesiphumo esifana nesi, ngumgama phakathi kobuni obucaciswe kwinqanaba leziko nobuni obucaciswe kumanqanaba angezantsi- njenge nqanaba lesebe, kunye nokusilela kwentsingiselo yeenqobo nobuni nanjengo kuchaziwe kwingxelo elungiselelwe amalungu amatsha eziko. Le ngxoxo iphumelele kwingxelo ecacileyo yenqanaba elikhulu lezindululo so-1, 2, nese-4.

Ukungangqinelani phakathi kweenqobo eziphilwayo nezixhasiweyo kukwagxininiswa kokungenisiweyo kwe- *Christians at Rhodes*. Kuchaziwe kokungenisiweyo, njengokuba iYunivesithi izibophelela ekuqinisekiseni “kweenqobo ezivakala zilungile”, kukho usilelo ekwenzeni unyuselo lweenqobo ezivakala zilungile kwinkcubeko nakwi kharithulam yeziko. Kuyacetyiswa kwisingeniso ukuba iziko lijonge ezinye iindlela ezinokunyuswa ngayo iinqobo ezilungileyo kwikharithulam nakwinkcubeko-banzi yeziko. Esi sindululo sichazwe ezantsi kwiTafle yesi-3.

Unxulumano phakathi kobuni obucaciswe kwiNgxelo yoMbono neNjongo, nobuni obuphilwayo nobuchazwe ngamalungu eqela labucala ngoBuni beZiko, lungathelekiswa nolo luboniswe ngabathi-nxaxheba kuphando ebelenziwe liQela leNtsebenziswano laBanesidanga kwiyunivesithi, ukuqokelela izimvo kwindlela yenguqu yeziko njenge nxalenye yolungiselelo lwenkqubo yengqungquthela. Ingxelo yesingeniso seQela leNtsebenziswano laBanesidanga kwiyunivesithi, ibonisa ukuba abangamashumi asibhozo anesibhozo eepesenti bakholelwa ukuba inkcubeko elawulayo kwiYunivesithi iRhodes iyahambelana neenqobo ezibhalwe kwiNgxelo yoMbono neNjongo yeyunivesithi. Baze abangamashumi asibhozo anesithathu bakholelwe ekubeni inkcubeko elawulayo yeziko iquka wonke ubani.

Nangona kungekho ngecebiso icacileyo kwingxelo yesi siphumo, kungagqitywa kwezi ziphumo ukuba abanezidanga zaseRhodes nabathe bathatha inxaxheba kolu phando bangavelisa isiphakamiso sokuba akukho sidingo sikhulu nasizathu sokuba iziko livelise Ingxelo yoMbono neNjongo entsha okanye eyahlukileyo kule ikhoyo ngenjongo yokukhulisa ulungelelwano phakathi kwezenzeko zobuni zamihla le nakubango lobuni kwiNgxelo nanjengoko olu lungelelwano lukho.

Ugqaliselo olwenziwe kwingxelo yeQela leNtsebenziswano lokuFunda nokuFundisa , ngokuhloniphe ubuni beziko yinto yokuba isaci seziko esithi “Ikhaya labaNtu Bonke” asifanelekanga. Eli qela lichaza ukuba, le yingxoxo eya qulunqwa kwiNgxelo yeQela leNtsebenziswano lokuXhatshazwa ngokweSondo¹¹. Kubonakala ukuba esi saci okanye le ntetho imfutshane ayifanelekanga, oku kubangelwa kukuba kubafundi nakubasebenzi sifundeke njengesimo okanye isenzo sobuni okanye ubuni ababunqwenelayo nangona bephantsi kwefuthe lengcinezelo nokuthintelwa yinkcubeko yeziko. Ingxelo elungiselelwe liQela leNtsebenziswano yoluNtu, isichaza isidingo sokwenza “wonke ubani azive esamkelekile” ngolu hlobo; “Abafundi abaNtsundu, ingakumbi abasuka kwiizikolo zaselokishini, bahlala bezifumanisa ‘befihla ubuni babo’ besamkela inkcubeko abangayiqhelanga. Ukuba abayamkeli le nkcubeko baye bangabonakali okanye bazive bevalelwa ngaphandle” (iNgxelo yeNtsebenziswano yoluNtu, 2017 p.2).

Kukwaphikiswa ngelithi esi saci asifanelekanga ngoba sinciphisa kwaye sikwabonisa umda kule ngxoxo, impikiswano nengxoxo eqiqileyo nekunesidingo sayo ukwenzela kubekho inguqu. Amaziko emfundo ephakamileyo kufuneka nakulo naliphi na ixesha, abonakaliswe yingxoxo eqiqileyo. Kukwaphikiswa ngokuthi lo mda ukwaboniswa yindlela ephambili yokuba yinxalenye yempilo ekhululekileyo kunengakhululekanga yamalungu onke eziko, xa iinkolelo eziqhelekileyo zenkcubeko elawulayo zeziko zithi ziphikiswe.

Ngokubhekisele kwigama leziko, ebekulindelekile kwingqungquthela yenguqulo kukuba inkqubo eza kunika iziko amandla okuqokumbela ingxoxo kwikamva legama lalo, iza kuyilwa ngabantu bonke ababandakanyayo kwiziko. Le njongo ibihleli kuxinzelelo lolindeleko lokusebenzisana, ngokuthi ingqungquthela ibe yindawo apho, ingxoxo neengcebiso malunga nokuba igama leziko litshintshe okanye lingatshintshi beziza kuqulunqwa khona ngokumelwe ngababandakanyekayo kwiziko.

Kufuneka kuqatshelwe ukuba ingcebiso yokuba iziko litshintshe igama lalo, yenziwa kwiiseshoni ezipheleleyo. Oku kuquka isimemezo sommeli we-NEHAWU, nowaza nengxelo yokuba amalungu e-NEHAWU ayayixhasa intshukumo yokutshintshwa kwegama leziko. Kwelinye icala, iQela leNtsebenziswano labanezidanga, lanikeza ingxelo yokuba abangamashumi asixhenxe anesithathu epesenti nabathe bathatha inxaxheba kuphando lwabo bavotele ukuba igama leziko lingatshintshwa. Zichaziwe izizathu ezinikezwa ngabo bathe bathatha inxaxheba kuphando nabangafuniyo ukuba igama litshintshe, nanjengoko kukwingxelo yeliQela.

Okubotshelelwe kummiselo wegama leziko kukusongelwa kweqela lemibuzo ngemizekeliso yobuni beziko nebekuxoxwa ngayo kwiingxoxo zeKomiti yeMbonakaliso yoBugcisa, yaze yashiywa ingasonjululwanga. Kuye kwaphakanyiswa le mibuzo ilandelayo;

- a) Ngokwembali yophawu, ingaba iziko liya ludinga olu phawu?
- b) Ngokweentsingiselo zophawu lweziko, imbasa nembonakalo yomfanekiso oqingqiweyo, ingaba kususidingo ukuba iziko livelise iimpawu ezintsha zobuni?
- c) Ingaba olu phawu lukhoyo luyakwazi ukusetyenziswa njengesiseko soyilo lweempawu nembali yobuni bamaqela awaye valelwa ngaphandle kwiziko?

Ingcebiso yokugqibela kwiTafle yoku-1 numkhomba-ndlela kwisigqibo sengxoxo ngekamva legama leziko.

Zonke ezinye izindululo nezidweliswe kwiTafile yoku-1 ziqulunqwe ngamaqela abucala e-*Institutional Identity and Facilities*, ngabathathi-nxaxheba kwiiseshoni ezipheleleyo, kunye nabathathi-nxaxheba kwiinkqubo zokucebisana zoMsebenzi weZiko nezaBasebenzi.

ITafile 1: Izindululo ezibanzi ngoBuni beZiko

Inani	Izindululo
1.	Ingxelo ekhoyo yombono nenjongo kufuneka ihlolwe.
	a. Umbono oqulunqiweyo kufuneka ubemfutshane kwaye ugabadele ngokucinga. Amalungu eziko kufuneka akwazi ukuwuqonda nokuwuphila.
	b. Injongo yeYunivesithi kufuneka ichazwe nje ngeyokufunda nokufundisa, ukuphanda ukuSebenzisana noluNtukunye nobugcisa obutsha. Le njongo kukwafuneka inyuse uphuhliso kwezentlalo, ezoqoqosho nezendalo.
	c. Iimpawu ezikhethekileyo, amandla, nentsobi yeziko kufuneka zichongwe kwaye zizetyenziswe ukucacisa Ingxelo yeMbono neNjongo.
	d. Ubuhlobo obuphakathi kwedolophu nelokishi yaseRhini mabenziwe cacileyo, inxalenye yenjongo nombono weYunivesithi kwaye umbono kufuneka ibekukuphuhlisa iRhini ibe egqwesileyo kwezemfundo.
	e. Iingcamango ezinzima ukucaciswa ezifana “noBuni bobuAfrika” nezi senokukhabana kufuneka zisusiwe kumbono weYunivesithi.
	f. Iyunivesithi kufuneka ifake kwingxelo yombono nenjongo nayo inzame zokuba neezibonelelo neenkonzelo ezithi zincedisane nayo kwinkqubo yemfundo ephakamileyo, neziza kuthi ziyincede ekuphumezeni izidingo zekharithyulamu yesibini.
2.	Iinqobo ezibalulwa kwingxelo ekhoyo yombono nenjongo weyunivesithi kufuneka ziqwalaselwe kwakhona.
	a. Kufuneka kusekwe iQela eliza kumela abaxhasi beyunivesithi, kwaye lisebenze ngokuthi licebisane namalungu eziko ekumiseni nasekujongeni ukuba zeziphi ezona nqobo zinqwenelwayo kwaye zingafakwa njani na kwimpilo yeziko yemihla ngemihla.
	b. Eli ziko kufuneka liguqukele kwelo lizokuba nenqobo ezibonakalisa ukulingana, ububele, ukungafani, ukuqokana, isidima nentembeko.
	c. Inqobo engundoqo yeyunivesithi kufuneka ibonakalise ukuba abasebenzi banolwalwmano neyunivesithi nobandakanyeko lwexesha elide nabaxaxheba abayidlalayo kwiziko iyakuhlala ixabisekile, nenxaxheba yabo kulawulo lweziko kufuneka iphumelele elugcinweni lweyunivesithi lexesha elide.
3.	Iziko lizibophelela ekunyuseni “iinqobo ezivakala zilungile” kwiNngxelo yoMbono neNjongo yalo. Oku kufuneka kuguqulele kubuchule bokumilisela “iinqobo ezivakala zilungile” kwikharithyulamu nakwinkcubeko yeziko eyilwe liziko.
4.	Imigaqo-nkqubo neenkqubo kufuneka ihambelane nengxelo yombono nenjongo.
5.	Kufuneka kuyekwe ukusetyenziswa kwesaci esithi “Ikhaya laBantu Bonke

	a.	Eli ziko kufuneka linganyuseli ukwamkelwa kobuni obunye, kodwa linyuse ubuni obuxabisa ukwahlukana. Ukuqukana akuthethi ntwinye nokwamkelwa, kuthetha ukunakwa kwesidima samalungu onke oluNtu weyunivesithi.
	b.	Iziko kufuneka lizakhe libeliziko elinyusa impikiswano nengxoxo eqiqileyo.
6.		Umba wegama leZiko kufuneka usonjululwe.
	a.	Kwisithuba seenyanga ezintandathu, iKhansile kufuneka ibeke inkqubo kumba wokusonjululwa kwegama leYunivesithi. IKhansile ingaqhubeka kumanyathelo okuqala esele ethatyathiwe.
	b.	Kukho isidingo esikhulu sokucebisana. Akukho mthathi-nxaxheba ekufuneka ebonwe ebalulekile kunabanye. Amalungu oluNtu lwaseRhini ngokubanzi kufuneka abeyinxalenye yoluqhagamishelwano.
	c.	IKomiti yokuTshintshwa kweGama yeNgingqi kufuneka imenywe ibeyinxalenye yeengxoxo zekamva lokutshintshwa kwegama leziko.
	c.	Isisombululo sombuzo wekamva lokutshintshwa kwegama leziko kufuneka siquke isisombululo semibuzo ngeempawu ezibonakalayo nezizimpawu zokuqaqambisa iziko ezinje ngeembasa, uphawu lweyunivesithi kunye womfanekiso oqingqiweyo “womoya wenkangeleko”.

2.6.2.2 Inkcubeko yeziko equka ukubonakaliswa kwenkcubeko kunye neziThethe

Nanjengokuba kwakudandalazisiwe kwiintetho kwingqungquthela, umbandela wenkcubeko yeziko ungachatshazelwa ngokuthe gabalala ukurhuqa iinkolelo ezilawulayo zeziko, iingcamango kunye nokwenziwayo, ukususela kulawulo ukuya kutsho kwimpatho yezinto ezinxabiso zeziko. Ucwangciso oluthe lwasetyenziswa ukucacisa ukwahluka kwentsingiselo yegama olusetyenziswe kule meko, lolo lwenkcazelo egxekayo, apho inkcubeko yeziko iza kuchazwa ndaweni-nye nezinto ezenzeka yonke imihla ezibangwa kunye nezibangelwa ziinkolelo ezikhokhelela ekuvaleleni ngaphandle amaqela athile abantu. Ukusetyenziswa kwegama kuza kulinganiselelwa ukubhekisa kwizenzo nakwiinkolelo ezingacaciswanga kakuhle kunezo zolawulo, ezemfundo esesikweni, impatho yemali kunye neengxaki ezingqonge abafundi nabasebenzi. Oku kusetyenziswa kuncinane kuvamile kwiingxoxo zengqu yemfundo ephakamileyo.

Zilishumi linesixhenxe izindululo ezikumgangatho ophezulu ezifunyenwe kwiingxoxo ebeziphambi kwengqungquthelab nakuyo ezingqamene nenkcubeko yeziko. Ezi zindululo ziquka ezo zibhekiselele ekuphakamiseni ukuqonda, ukuxhatshazwa, ukudalwa kweendawo zokuhlangana ezikhuselekileyo zabaqeshwa nabafundi, ukudalwa kwendawo encedisanyo, ulwimi, kunye nenkcubeko ebonakalayo yeyunivesithi. Izindululo ezine ozakuthi umxholo uziswe kuzo njenge ngabula-zigcawu yeli candelo zizindululo ezibhekiselele kuphakamiso lokuqonda, uxhatshazo, iinkqubo zokuqhlanisa nolwimi.

Kwiiseshoni zeplinari ezimbini zengqungquthela umzekeliso waseTopiya “Iintlanzi ngezokugqibela ukubona amanzi” usetyenziselwe ukugxininisa isidingo sokunyusa ukuqonda kumalungu eziko, ngendlela iinkolelo neenkqubo ezisengela ngayo phantsi nezivalela ngaphandle abanye, zenziwa ngokungathi zidaliwe. Izindululo eziphathelele kufikelelo, umxholo, uqhubekeko, ubumbano, ulungelelaniso lokwandisa ulwazi neenkqubo zokudala ukuqonda, zenziwe kwiingxelo zamaqela entsebenziswano eloku*Funda nokuFundisa*, elo*Khubazeko* kunye ne*Gender and Sexualities*. Ziye zenziwa nakwingxelo efakwe yikomiti ye*Visual Representation Arts and Culture*. Izindululo eziphuma kwiingxelo ezintathu zokugqibela zibonisa isidingo sophuhliso lweenkqubo zophakanyiso lokuqonda olufikelela kumalungu onke eziko. Kwiingxelo zuku*Funda nokuFundisa* i*Gender and Sexualities* kunye neye*Khubazeko*, kucetyiswe ukuba kumanqanaba anqwenelwayo wobumbano, ulungelelaniso kunye nofikelelo; ukuze aphunyezwe, kufuneka kufezekiswe uphuhliso lwenkqubo enye yaminyaka-le, eyakhiwe ngentsebenziswano ephakathi kumacandelo enkxaso, abasebenzi bezemfundo kunye nabafundi. Ezi zindululo zivezwe njenge zindululo u 1-3 kudweliso olungezantsi.

Iingxelo zuku*Funda nokuFundisa* zikwabonakalisa ukuba ulwimi bekuxoxwa ngalo kwiindibano ezininzi, ngaphaya kwezo bezichotshelwe liqela lentsebenziswano loLwimi. Ulwimi bekuxoxwa ngalo kwiiseshoni zokucebisana ezibizwe nguku*Funda nokuFundisa* eloLuntu, eloku*Funda nokuFundisa*, eloPhando kunye neZabasebenzi. Luxoxiwe nakwidinbano ebichotshelwe yikomiti i*Visual Representation, Art and Culture*. Ngokubhekiselele kwinkcubeko yeziko, izindululo ezenziweyo zezokuba iziko liguqulelwe ekusebenziseni iilwimi ezimbini okanye iilwimi ezininzi, apho iilwimi zeMpuma Kapa zibonakala zonke khona.

Kwiingxelo zamaqela entsebenziswano eloLuntu nelabasebenzi neZiko, kwenziwe isiphakamiso sokuba iziko malisithathe IsiXhosa njengolwimi olongezelelweyo ngenxa yesimo esinalo sokuba lulwimi olungaxabisekanga kuzwelonke nangokuba ilulwimi lwesininzi saseMpuma Kapa oluvalelwe ngaphandle lanyhashwa ngokweenkqubo. Esi siphakamiso siphinde sagxininiswa kwiseshoni yeplinari yangeCawe yakusasa (umhla wama-30 kweyeKhala), apho kwabonwa ukuba ukusetyenziswa kwesiNgesi sodwa njengolwimi lwengqungquthela kubenesiphumo sokubandakanya kuphela abo banolwazi oluphezulu lolu lwimi, ivalela ngaphandle inani elivisayo labasebenzi beziko abangenalwazi lubheke phi kulo olu lwimi.

Izindululo ezibhekiselele kulwimi kunye nezemfundo zixoxwa banzi kwicandelo elilandelayo (2.6.2.3.)

Esinye seziphakamiso esingeniswe yi-*Christians at Rhodes* kwingqungquthela seyokuba, nangona imibutho ingavumelekanga ngokusemthethweni ukunqoloba amalungu amatsha kubafundi abafikayo kwiveki yoqhelaniso, unqolotyolo olukhulu kwinkcubeko yokusela utywala yeyunivesithi luyaqhubeka, kwaye le nkubeko ichazwa njengebonisa uhlobo umfundi weyunivesithi iRhodes abonakala ngalo. Eli qela laqhuba ngelithi ukuvunyelwa kokusebenza kwemibutho ngeveki yoqhelaniso, yinto eyokutyhilela abafundi abafikayo iindlela ezahlukeneyo zokuba yinxalenye yeziko zibekwa, kwaye oku kuza kuzakuveza ukuzimisela kweziko ekuxabiseni abantu obahlukileyo. Sesi sizathu ke esibangela ukuba i-Christians at Rhodes ifake esi sindululo sokuba amaqela avunyelwe ukusebenza kwiveki yoqhelaniso.

Kwisingeniso seqela lentsebenziswano lokuFunda nokuFundisa, kuxelwe ukuba amanye amalungu eziko abalisa ukuba xa efaka izikhalazo zokubukulwa ngobuhlanga iinkcazelo zabo ziyanqunyanyiswa njengezinoburharha. Unqunyanyiso lwezikhalazo zokubukulwa ngobuhlanga ngamalungu eziko akwizikhundla zobunkokheli iye yaphinda yachazwa yaze yaphakanyiswa kwiseshoni yeMicimbi Yabasebenzi ebucala. Kule seshoni, iveziwe imbono yokuba oku kubonakala kunxulumene ncakasana nombandela ovamileyo weziko wokubonakala njengeziko elizikhabayo kwanelingaphenduliyo kwizikhalazo eziphakanyiswa ngamalungu aso. Esi sisehlo esibonakala sinegalelo kwizinga eliphezulu lokungathembani okukhoyo phakathi kwamalungu abasebenzi, abafundi kunye nobunkokheli beziko njengokuba siphinde savelelwa kwakhona kwiingxelo ezininzi, umzekelo, kwingxelo yamaqela entsebenziswano laBasebenzi kunye neZiko. Isindululo esichaze ukuba izehlo zoxhatshazo mazithathelwe ingqalelo ngokukhawuleza nangokuphandle, ngoko ke singabonakala njengesinye sezindululo esithetha ngqo noku kusilela kwentembeke.

Njengokuba kucacisiwe kwisiqendu sokuqala, enye yamaxwebhu afakwe njenge xwebhu lemvelaphi yengqungquthela njenge mpendulo eyenziwe yikomiti yokuFunda nokuFundisa kwingxelo yeqela lentsebenziswano lokuFunda nokuFundisa. Apha kuphendulwa izindululo ezikwingxelo yeqela lentsebenziswano elokuFunda nokuFundisa ezakhiwe phantsi kwemixholo esibhozo yenguqu esetyenziselwe ukwakha le nkcazelo. Iingxoxo-mpikiswano ezimbini ezenziwe kwimpendulo zezokuba ithiyori mayikhokelele inguqu yenkqubo yokufunda nokufundisa nokuba amanyathelo akhoyo okutshintsha ezemfundo nawo mawathathelwe ingqalelo xa kulungiselelweni izindululo zengqungquthela.

Ngokungqamene nenkcubeko yeziko, esona siphakamiso senziwe yikomiti kukuba izindululo ezikwingxelo leqela lentsebenziswano lokuFunda nokuFundisa ziveza iingxaki ezisele ziyiliwe, maxa wambi ezisele zifezekisiwe. Nto leyo, umzekelo, ngokungqamene nesindululo sokuba iveki yoqhelaniso mayiyilwe kutsha, ikomiti iphendule ngelithi inkqubo yeveki yoqhelaniso yabafundi abafikayo sele iphuhliswa nokuba inkqubo yeveki yoqhelaniso yabasebenzi equka iingxoxo ngenkcubeko yeziko nayo izalekisiwe. Njengokuba kubonakala ukuba luphakanyiswe kwiqela leengxelo

zamaqela entsebenziswano uyilo olutsha okanye ukutshintshwa kweenkqubo zoqhelaniso zabafundi nabasebenzi, le mpendulo ingabonakala njengengenayo kwizindululo zeenkqubo zoqhelaniso ezisele zenziwe kwezinye iinkcazelo. Ngokufanayo nesindululo esichaza izehlo zocalu-calulo ezifakwe ngabahlohlali kwinkqubo ye-N-Gap, maziphandwe ngokupheleleyo kwaye namatyala ocalucalulo asonjululwe, ikomiti iphendule ngelithi, umgaqo ovumela ifuthe longenelelo elisebenzayo kwizehlo ezibume bunje sele ukho. Okungafundwa mhlawumbi kwezi mpendulo sisiphakamiso esithi, ifuthe elikhoyo kwanefuthe elilindelekileyo kumanyathelo aphuhlisiweyo naphunyezwayo kwiphulo lokukhawulezisa imizamo yeziko yenguqu kukuba lithathelwe ingqalelo xa izindululo ezivela kwinkqubo yengqungquthela zinikwe ingqwalasela yi-Institutional Forum neKhansile.

Makuqatshelwe apha ukuba nangona kwinkcazelo yeqela lentsebenziswano ye-Alumni kungakho sandululo sibonakalisa ngokukodwa kokuphathelele kwinkcubeko yeziko esenziweyo, iziphumo zophando olwenziweyo zibonakalisa ukuba umyinge ongamashumi asibhozo anesithathu wabantu ababefunda kule yunivesithi abathathe inxaxheba bakholelwa ekubeni le yunivesithi “Iphumelele ekuzenzeni indawo eyamnkela nequka wonke ubani.” (iqela lentsebenziswano i-Alumni, 2017 p.5). Abantu ababefunda kule dyunivesithi, kubhaliwe, bakholelwa ukuba eli ziko “Liwuphumelele umbawu wenguqu” (*Ibid.*) Ingxoxo ngobudlelwane obuphakathi kwezi ziphumo kwiingxoxo-mpikiswano nezindululo ezenziwe kwezinye iinkcazelo nakwii seshoni zabucala ingaphaya kwemida yale inkcazelo.

Ukongeza kwintsusa esele ikhankanyiwe kwingabula-zigcawu yeli candelo, izandululo ezidweliswe kuluhlu lwesi-2 olungezantsi ziquka ezo zingeniswe liqela lentsebenziswano leNdawo zokuphila nezokufunda kunye neqela labucala i-*Institutional Culture*.

Nom	Izandululo
1.	Inkqubo yaminyaka-le, ebanzi, ebumbeneyo kunye nelungelelaniswe kakuhle yophakanyiso lokuqonda ezakuqinisekisa ukuba ufundiso ngezinto ezinobuzaza nophakanyiso lokuqonda imiba yobuhlanga, ukukhubazeka, ubuni, isini, nokudibana kwamalungelo athile, nokwamnkela kobudlelwane lwebesini esingafaniyo, yimeko eqhubekayo nalapho uninzi lwabasebenzi nabafundi bathatha inxaxheba, mayenziwe ize izalekise kwasekuqaleni konyaka.
a.	Sikhona isidingo senkqubo yeminyaka-ngeminyaka sokuphuhlisa, ukuphakanyiswa kolwazi lwabafundi nabasebenzi ngokhubazeko, ubuni, ukwamnkela kobudlelwane besini esingafaniyo, ubuhlanga, neempawu zesini ukuba kupapashwe kuze kusasazwe ekuqaleni konyaka. Le nkqubo kumele ukuba incedisane neengxoxo eziqhubekayo zabafundi nabasebenzi ngale

		miba. Uzaliseko lwale nkqubo malutsale kwiingcaphephe phakathi kwabanye abasebenzi nabafundi. Umzekelo, abafundi abakhubazekileyo bangathatha inxaxheba ekuchukumiseni amanye amalungu asekuhlaleni ngezidingo zabantu abakhubazeke ngokwahlukeneyo.
	b.	Le nkqubo mayiquke zombini iinkqubo zoqhelaniso zabasebenzi nabafundi.
	c.	Le nkqubo mayingqanyaniswe nemicimbi yeveki yophakanyiso lokuqonda, iquke iingxoxo kwimiba ebalulekileyo yesizwe soMzantsi Afrika.
	d.	Le nkqubo mayixhobise amalungu eziko ngezakhono zokujongana nocalucalulo (ubuhlanga, ukucalulwa ngokwesini, ukucalulwa kwabantu besini esinye abathandanayo, ukuthandwa kwabantu abangakhubazekanga) xa ejongene nalo.
	e.	Bonke abasebenzi kufuneka bachukunyiswe yimiba ephathelelene nokukhubazeka, ucalu-calulo ngobuhlanga, ucalu-calulo ngokwesini, nokwamkelwa kobudlelwane lwabesini esingafaniyo, nodlwengulo kunye namalungelo athile. Umsebenzi womgcini wabafundi, umzekelo, udinga abantu phakathi kwezinye izakhono, abakwaziyo ukujongana nabafundi abakwiimeko zokuxhatshazwa ngokwesini nangesondo.
2.		Inkqubo yophakanyiso lolwazi mayingqamane nezemfundo ngokusesikweni.
	a.	Apho kudingeka khona, iinzame zokuhambelanisa ukufundiswa okusesikweni kunye nale nkqubo yokuphakanyiswa kokuqonda mazenziwe ukwenzela ukuba kongezeke amathuba okufunda. Yiyo loo nto kwiFakhalthi yezoMthetho i-Silent Protest isetyenziswa njenge ngabula-zigcawu yengxoxo zesini kumacandelo ahlukeneyo nanjenge ntsusa ye-Sexual Offences and Related Matters Act.
	b.	Makuthathwe inyweba yokusetyenziswa kwezithethi ezimenyiweyo kwikharithulam esesikweni ukuba zizokuthetha kwinkqubo yokunyusa ukuqonda. Oku kungenzeka ngokuthi izithethi zinikeze ingxelo yeziphumo zamaphepha eziwabhalileyo okanye zinikeze ngoluvo lwazo kwiisemina zamaSebe. Ngale ndlela, izithethi ezimenyiweyo, umzekelo ngeveki yabakhubazekileyo, iisemina zokukhubazeka zingabanjwa kumaSebe apho izithethi ezimenyiweyo zinikezela ngengxelo kwaye zikwabamba iingxoxo nabafundi.
3.		Iinkqubo zokuqhelaniswa zabasebenzi nabafundi kufuneka zihlaziye kwakhona zibandakanye ukukhuthaza ukukwazi ukumelana

	nemeko ezibuthathaka zembali yeZiko.	
	a.	Iinkqubo zeveki yokuqhelaniswa kufuneka zihlaziye kwakhona zibenokubandakanya amaxesha engxoxo, ekwenzeni abafundi bakwazi ukuthatha inxaxheba ngokukwenkcayo kwiingxoxo zembali yesithanga yeZiko.
	b.	Ngaphandle kwekharikyulam esesikweni, iinkqubo zokuqhelaniswa zabafundi nezabasebenzi, ngexesha lotyelelo-hambo, kwezocweyo nakwiintetho, kufuneka zivumele abafundi nabasebenzi ukuba bakwazi ukuthatha inxaxheba ngokukwenkcayo kubugcisa besithanga nengqokelela yezinto zobugcisa ezenziwe ngesandla.
4.	Ukuyekiswa kweenkqubo zemibutho yabafundi kwiveki yokuqhelaniswa, kufuneka kuqwalaselwe kwakhona.	
5.	Iindawo zabafundi nabasebenzi ezingekho sesikweni, zokutshintshiselana ngolwazi kwimiba yenguqu nezothetha-thethwano lokuba liza kusekwa njani iziko.	
	a.	Kufuneka ziqhutywe iintlanganiso apho abafundi nabasebenzi basebenzisana khona. Ezi, ziindibano apho abasebenzi baqondiswa khona ngemiba echaphazela abafundi. Kukwalapho kuhlolwa khona ukuba imiba yabafundi inxulumana njani neyabasebenzi neyenkcubeko yeZiko. I-GENACT ingasetyenziswa njengo mzekelo kwezi ntlanganiso.
	b.	Uluhlu lwabasebenzi abafuna ukuvolontiya ngokuthi babengaba cebisi babafundi nababemibutho yabafundi, kufuneka luqokelelwe luze lugqithiselwe.
6.	Uphando ngenkcubeko yeZiko, kufuneka lwenziwe rhoqo.	
	a.	Uphando ngenkcubeko yeZiko, kuquka uphando ngobomi babafundi abahlala ngaphandle kweengcango zeyunivesithi kufuneka lwenziwe ngamaxesha angashiyaniyo. Uphando kufuneka lazise kwaye luvavanye amaqhinga enguqu.
	b.	Uhlaziyo nophunyezo lomgaqo-nkqubo ludingeka ukuba lwenziwe ngophando. Kufuneka zijongwe izizathu zokuphunyezwa kwemigaqo-nkqubo yenguqu engekho semgangathweni.
	c.	Kudingeka ukuba iyunivesithi ibeneZiko lovimba, eliza kuthi livulele wonke umntu, apho ulwazi ngeZiko luza kugcinwa khona.

7.	Imigaqo-nkqubo yenguqu kufuneka ihlaziyiwe rhoqo kwaye isasazwe ngokubanzi.	
	a.	Ubuchule babasebenzi bemfudo ephakamileyo kufuneka busetyenziswe kuphuhliso nakuhlaziyo lomgaqo-nkqubo. Xa imigaqo-nkqubo ihlaziyiwe, izizathu zokwenza oko kufuneka zichazwe.
	b.	Imigaqo-nkqubo esayilwayo kufuneka isasazwe ngokubanzi kumajelo afanelekileyo anjenge- <i>info grams</i> , ekufakeni abafundi kwinkqubo yohlaziyo lomgaqo-nkqubo.
	c.	Imigaqo-nkqubo entsha kufuneka igqithiselwe ngokufanelekileyo kubasebenzi nakubafundi, ngoluhlu lwe-imeyile nangeposi yangaphakathi kwiyunivesithi.
	d.	Kungeniso nakuqhelaniso, kufuneka abasebenzi nabafundi abatsha baqhelanise nemigaqo-nkqubo yeZiko.
8.	Izehllo zokuxhatshazwa nezocalu-calulo ezixeliweyo kunyanzeleka ukuba zithathelwe ingqalelo kangangoko, ziphandwe ngokukhawuleza nangokuphandle.	
	a.	Kufuneka kugqithiselwe ngokubanzi ulwazi ngeenkqubo zeZiko zokuxelwa nokuphathwa kwezehllo zocalulo nokuxhatshazwa,
	b.	Kufuneka kangangoko kunako kwenziwe iinkqubo zokuphendulwa kwezehllo zokuxhatshazwa ngokweyona ndlela iphandle.
	c.	Iingxelo zenkqubela-phambili neenkqubo zophuhliso ezikhawulezileyo zabasebenzi abaqeshwe phantsi kwe-N-gap, kufuneka zivunywe, kwaye ukuba iingxelo ziquka izikhalazo zezehllo zokuxhatshazwa nezocalu-calulo olungafanelekanga, ezi zehllo kufuneka ziphandwe. Olu phando kufuneka lujongwe liCandelo loPhando (Directorate Research) okanye yi-ofisi yeSekela-Ngqonyela.
9.	IYunivesithi, isebe negumbi lokufundisa kufuneka ibeyindawo yokhuseleko labafundi nabasebenzi. Kufuneka kuqinisekise ukuba abasebenzi nabafundi bakhuselekile ekuxhatshazweni/kuxhatshazo kwigumbi lokufundisa nakwiYunivesithi. Oku kungenziwa ngokuthi kufundiswe abasebenzi nabafundi ngokuxhatshazwa/ngoxhatshazo, ucalulo nentetho yenzondo (hate speech) nangokuqinisekisa ukuba	
10.	Iziko kufuneka liphucule isikhundla sokusebenzisa iinkqubo ezenzelwe ukukhusela nokukhuthaza amalungelo abasebenzi nawabafundi, kunye nokuxhasa abafundi abakhe baphantsi kokuxhatshazwa nokuhlukunyezwa.	

	a.	Isikhundla samagosa okunika ingxelo kudingeka sibuyiselwe kwakhona.
	b.	Isikhungo sokuCebisa kunye neOfisi ejongene noxhatshazo kufuneka zixhaswe.
	c.	Isikhundla seyuniti ejongene nokhubazeko okanye isikhundla seGosa leNkxaso yoKhubazeko kufuneka sisekwe.
	d.	Uncedo olunikezelwa kwiZiko lokuGcina abantwana kufuneka lufumaneke kwaye lwandiselwe nakubafundi abanabantwana. Eli Ziko kufuneka livulwe iiyure ezinde kwaye kufuneka lilungiselele ukufikeleleka kubantwana abaninzi.
	e.	Kufuneka kwenziwe isikhululo esinye sofikeleleko sekhasi lewebhu, kwabelwane ngolwazi, iingcamango nezinye izibonelelo eziza kuthi ziphucule ukufakwa kwabafundi nabasebenzi abakhubazekileyo.
11.		Bonke abafundi kufuneka baxhaswe kwaye babenako ukuthatha inxaxheba kwiinkqubo ezingaphandle kwekharithulamu kuquka imidlalo.
	a.	Abafundi abakhubazekileyo kufuneka babenako ukuthatha inxaxheba kwimidlalo nakwiinkqubo zokuzonwabisa ngeendlela ezahlukeneyo zokuxhaswa, neziza kuthi ziqikelelwe ngokuthatha ixaxheba.
	b.	Kudingeka ukuba ukukhethwa kwemidlalo efunekayo kubafundi ibeyimidlalo enikezelwa kwiiZikolo ezihlelekileyo.
12.		Kwiimeko apho kungekho mfuneko, uphawo nezihloko eziphembelela ubuhlanga nesini esingafaniyo makungabikho mfuno yazo.
	a.	Iinombolo zabafundi nezabasebenzi zenza ingabiyomfuneko ukusebenzisa uhlanga kunye nobuni besini rhoqo kwiifomu, ngoko ezi mpawu zisemthethweni zobuni akunyanzelekanga ukuba zifunike/zisetyenziswe kuzo zonke iifomu.
	b.	Makuyekwe ukusetyenziswa izihlonipho zesini esingafaniyo njengokuphikisa ulwamkelo lokuthandana kwabesini esingafaniyo. Kufuneka kukhuthazwe ukusetyenziswa kwezihlonipho ezinje ngo-Mx, Gqirha noNjingalwazi.
13.		IYunivesithi kufuneka izakhe kwakhona njengeZiko elikwimo elwimi-mbini okanye elwimi-ninzi. Oku kufuneka kube kumbindi woluhlu lwemicimbi yotshintsho kwaye kufuneka kubonakale kukhuthazo lweemvakalelo lokuziva unebango, ukuchonga nobunini kwisininzi samalungu oluNtu lweYunivesithi. IsiXhosa nesiBhulu, nezizilwimi zaseMpuma-Koloni ezizemthethweni, kufuneka zenziwe zibaluleke kakhulu kubomi beZiko.
	a.	IsiXhosa nesiBhulu kufuneka zibonakaliswe ngakumbi kwiyunivesithi nakwiindawo zeyunivesithi ezisesikweni njenge khasi lewebhu yeziko, izinto zokubhala, amaphepha nakwimiqondiso.
	b.	Onke amaxwebhu asesikweni, njengawesivumelwano nemizuzu yeentlanganiso zolawulo, kufuneka aveliswe ngesiNgesi, isiXhosa nesiBhulu.
	c.	Iziko kudingeka ukuba libenabaguquli neetoliki eziqeqeshiweyo.

	d.	Imisitho esesikweni, njengomsitho wothweso-zidanga, kufuneka iqhutywe ngesiNgesi, isiXhosa, nesiBhulu.
14.	Inkcubeko ebonakalayo yeYunivesithi kufuneka itshintshwe okanye ihlaziyiwe.	
	a.	Inkcubeko ebonakalayo yeZiko kunye neenqobo ezichazwe kwiNgxelo yoMbono neNjongo yalo, kufuneka zihlaziyiwe.
	b.	Ubugcisa nezinto zobugcisa ezimiliselwe kwilifa lesithanga leZiko, kufuneka zisetyenziswe phantsi kweenjongo zokufundisa nezokunyusa ukuqonda. Kufuneka ziboniswe ngendlela ekhuthaza ingcinga ekhwankcayo, kwiindawo ezinabantu abaninzi kwiYunivesithi.
	c.	Imiboniso eyayenzelwe iintshukumo zabafundi zowama-2015 nowama-2016, kufuneka ibandakanywe kwaye isetyenziswe ekunyuseni ukuqonda nakwimiboniso yokufundisa neyokufunda.
	d.	Kufuneka kusekwe imali yobugcisa neza kuxhasa iinzuzo ezintsha. Abantu ababefunda kwiyunivesithi abanomdla ekufakeni isandla kutshintsho lwengcamango yokuqhelaniswa nakuphuhliso lwengqokelela yeZiko ngokuhambisana nenkcubeko yeZiko etshintshayo, kufuneka bakhethwe kuvimba weenkukacha ohlaziyiweyo.
	e.	Isikhundla somgcini, noza kusebenza nazo zonke ii-fakhalthi, amasebe namacandelo anjengeSebe loBugcisa Besandla, amaCandelo eMiba yaBafundi uLingano kunye nenkcubeko yeziko, ekuququzeleleni ukusetyenziswa kobugcisa nengqokelela yezinto zobugcisa zeyunivesithi njengovimba wokufundisa nokunyusa ukuqonda, kufuneka sisekwe kwaye sikhuliselwe imali.
	f.	Ukuba iZiko lithe lathatha isigqibo njenge ndlela yokusombulula ikamva legama lalo, iimpawu ezintsha ezibonisa ubuni beZiko ziza kwamkelwa. Iimpawu ezintsha ziza kwenziwa phantsi kwentsebenziswano yamalungu eZiko, kuquka abafundi neengcali kucandelo lokuyila. Inkqubo yokusebenzisana kufuneka nayo isetyenziswe ukuba kugqitywe ekubeni iimpawu ezikhoyo ziza kusetyenziswa.
	g.	Kukho isidingo sokuvelisa inkqubo elula yokutshintsha amagama ezindlu zokuhlala abafundi. Oku kufuneka kuquke ukwenza abafundi babuqonde ubuzaza kwiinqobo zaba bantu izindlu zabafundi ezithiywe ngabo nemfundiso yotshintsho loluntu, ezimiselwe ukuba amanye amagama neenqobo zawo ezibonakala ziyingxaki.
	h.	Kufuneka kunikwe ingqalelo ekwenzeni ngokutsha izingxibo zeZiko ngokuhambelana noMbono neNjongo yeYunivesithi.
	i.	Indlela yokunxiba ekubhalwe ngayo kwincwadi yesikhokelo somsitho wothweso-zidanga, kufuneka ihlaziyiwe, ibonakalise utshintsho oluqobo olubonakalayo kubafundi abanxiba iimpahla zesiNtu kumsitho wothweso-zidanga.
15.	Abantu namaqela anyusela utshintsho lenkcubeko yeZiko kufuneka bafumane umvuzo ngomsebenzi wabo ogqithisileyo. Omnye wemivuzo ingakukunika umntu, isebe okanye icandelo iwonga ukubulela inxaxheba abayithathileyo ekwenzeni iYunivesithi ifikeleleke kubafundi nakubasebenzi abakhubazekile.	
16	Kufuneka kuveliswe umgaqo-nkqubo wamajelo onxibelelwano loluNtu noza kujongana nombala wokusetyenziswa kwentetho yenzondo kula majelo.	
	a.	Amajelo onxibelelwano loluNtu eYunivesithi, nathwale ubuni beZiko kudingeka ukuba angabina ntetho yenzondo nezinye iintlobo ezingezinye ezibonakalayo zokuxhatshazwa.
	b.	Abalawuli bamakhasi ewebhu athwale ubuni beziko, kufuneka baqeqeshwe ukulawula la makhasi, kakuhle.
17	IYunivesithi kufuneka ibenomgaqo-nkqubo wolingano.	

2.6.2.3 *Ikharityhulam*

Ngokwalo mxholo ikharityhulam ithetha umsebenzi onxulumene nokufunda nokufundiswa kwanophando. Izindululo ezivele kwinkqubo yomhlangano eziphathelele kwikharityhulam zihlelwe phantsi kwezindululo ezikwinqaba eliphezulu. Ezi zindululo zikwi nqanaba eliphezulu ziquka ezo zikuluhlu lweenkcukacha manani zabafundi zisetyenziselwa ukuphuhlisa izifundo, inxaxheba yabafundi kutshintsho lwekharityhulam, ulwimi nekharityhulam nobudlelwane beziko kwisixeko iRhini ngokubanzi. Zikwaquka kwanezindululo zobudlelwane phakathi kwe-Global North kunye ne-Global South kwimveliso yolwazi, nokuhlangabezana ngokufanelekileyo kwabafundi abakhubazekileyo kwinkqubo yokufunda, namanyathelo okubumba ngokutsha ikharityhulam ekhoyo. Kule ntshayelelo, izindululo eziza kucacisea ngokupheleleyo zezo zingolwimi, ukuhlangabezana ngokufanelekileyo, ukusetyenziswa kolwazi lweencukacha manani zabafundi nempendulo kuphuhliso lwezifundo kunye namanyathelo okubumba ngokutsha ikharityhulam ekhoyo.

Izindululo ezingokusetyenziswa kolwimi olungesosiNgesi njengolwimi lokufundisa nolophando zivela kwiingxoxo ezibizwe yi-Labour kunye ne-Institution, Community, Research, Teaching and Learning Working Groups. Eyokuba ulwimi lungundoqo wotshintsho lwekharityhulam yingxoxo eyenziwe kwinkcazelo ye-Language and Community Working Groups. Le yingxoxo ephindwe ngokupheleleyo kumhlangano kwaneseshoni yeqela yekharityhulam yabucala. Ababandakanyekayo bacetyisiwe yi-Community ne-Labour kunye ne-Institution Working Groups zigxininise ngokuphangaleleyo ukuba inkxaso eqinileyo nexabisekileyo yesiXhosa njengolwimi lokufunda nokuphanda kwiziko mayiqale ngemisebenzi eyakhiwe kubuhlobo nezikolo zaseRhini zamabanga aphantsi naphezulu. Kwakhona, ukuthathelwa kweelwimi zase-Afrika njengezingenamsebenzi kubalulekile kwimbali, kuquka isiXhosa nembono yokuba isiXhosa lulwimi lwesininzi esihlelelekileyo eMpuma Koloni ingabonakala njenge misa olu gxininiso.

Izindululo ngolwimi ziba yinkcazelo encinci kuluhlu lwezindululo eziveza izidingo zokuguqula ubudlelwane obukhoyo be-Global North kunye ne-Global South ngokungqamene nenkcazo, imveliso nokufumaneka kolwazi. Olu luhlu lwezindululo lukwafumaneka kwiingxoxo ezibizwe ngamaqela asele ekhankanyiwe ngasentla, ukususela kwiingxoxo ebezibanjwe yi- Christians at Rhodes Network neqela le-Curriculum labucala lomhlangano. Ezi zindululo zichazwe ngokwesindululo, sesi-3, ese-4, ese-5, ese-7 kunye nese-8.

Abathathi nxaxheba kwisifundo ngokukhubazeka, ebisesona sixhobo ebasisetyenziselwe ukucebisana kwabafundi nabasebenzi abakhubazekileyo, abonakalise amanqanaba aphantsi ngokhubazeko gabalala, nangokufunda ngokhubazeka ngokukodwa, phakathi kwamalungu eziko iziphumo,

phakathi kwezinye izinto, ukuxhaswa nokuhlangabezwa kwabo ngokufanelekileyo akuziphenduli izidingo zabo ncakasana. Yiyo loo nto, umzekelo, umfundi onesigulo sokungwazi ukufunda kakuhle ezakumenyelwa ukuba ahlale ngaphambili egumbini lokufundela okanye anikwe ixesha elongezelelweyo kuviwo, apho elona qhinga lifanelekileyo lokuhlangabezana nemeko yakhe ibinokuba kukutshintsha indlela yokufunda nokuvavanya. Isindululo se-15 kunombolo (b) sokusetyenziswa kwezixhobo zokuvavanya namalungiselelo angawo okukhawulelana ngokufanelekileyo nabafundi abakhubazekileyo avela kule meko.

Nanjengokuba uninzi lwabathathi-nxaxheba kwesi sifundi senziwe yi-Alumni Working Group zibonakalise ukuba ikharithulam ibingumcelimngeni, inentingiselo ebalulekilyo kwaye iyilungele indawo yemapngelo, abambalwa bavakalise uluvo lokuba ikharithulam inganenzuzo nangakumbi ukuba ingongezelelwa ngezicelo zomsebenzi. Abafundui abenza izifundo ezahlukeneyo ezinjengezenzulu-lwazi, kuvakala ukuba bangalungiselelwa ngcono liziko ukufumana umsebenzi. Kunikisa umdla ukufumanisa ukuba ezi ziphumo zingabonakala njengezizekelisa iziphumo ezinokulindeleka ekuzalisekiseni isindululo sesi-2 unombolo (b) esingezantsi.

Izindululo ezimbini ezingqamene nekharityhulam zivela kwimpendulo ye-Teaching and Learning Committee isiya kwinkcazelo ye-Teaching and Learning Working Group. Kwimpendulo yabo, le-Committee ibanga ukuba ezinye zezindululo ezingqamene nokufunda nokufundiswa ezenziwe kwiseshoni yokucebisa ye-Teaching and Learning Working Group azingqamenanga nenkcazo yenzululwazi ngokufundisa nangeenkcazo zobuchule bokufunda. Ekwenzeni le ngxoxo-mpikiswano, ikomiti indulule yathi iinkcazelo zokufunda nezokuvavanya izifundo yotshintsho lokufunda nokufundisa. Le, umzekelo mayisetyenziswe kwinkcukacha manani yomfundi nempendulo yomfundi kuvavanyo loyilo lwesifundo. Lilonke, ngokungqamene nengxoxo-mpikiswano yokuba amanyathelo akhoyo mawaziwe, ikomiti ibonisa ukuba endaweni yesindululo sokusebenzisa inkcukacha manani yomfundi nempedulo isetyenziselwe ukuvavanya nokuyila isifundo makwenziwe eskuba onke amacandelo mawathathe inxaxheba kwimisebenzi efana ne-institution wide curriculum review project. Lo msebenzi, uyachazwa ukuba uvumela ukusetyenziswa kolulwazi lukhokelwa bubume benkcazo. Lo msebenzi waqalwa ngomnyaka wama-2016.

Kwakhona, ukungqinelana nesindululo kwinkcazelo eyenziwe kwi-Teaching and Learning Group sokuba amanani abafundi abasafundela isidanga sokuqala malonyuswe ukufaka isandla kwingeniso, i-Committee ibonisa ukuba umhlangano mawuyixhase isaziso sokwandisa amanyathelo akhoyo anefuthe lokuzisa ukwanda okukhulu kwisakhiwo sekharityhulam. Oku kuchaziwe ukuba kuza kukhokelela ekuphuculeni izinga lokuzimisela kubafundi abasafundela isidanga sokuqala.

ITafile 3. Izindululo zekharityhulam.

Nom	Izindululo	
1.	Iinkcukacha ngabafundi kufuneka zibonakalise inkqubo yokufundisa. Abahlohli bonke kufuneka basebenze ngokuqaphela ukuba iinkcukacha ngabafundi zatshintsha kumashumi eminyaka ukusukela kwixesha iyunivesithi yayenziwe ukuba ifikeleleke kumalungu amaqela aneenkcukacha ezahlukeneyo, angengawo lawo aneemvelaphi zabamhlophe nezaba kumgangatho ophakathi. Abahlohli kufuneka kwakhona baqaphele imfuneko yokungabekeli abafundi abamhlophe phambili, abathandana nabanesini esingafaniyo nesabo, abakumgangatho ophakathi, abangakhubazekanga, kulwakhiwo nokuphunyezwa kwekharityhulamu. Ulwazi ngeenkcukacha zabafundi kufuneka luvumele abahlohli ukuba bakwazi ukukhawulelana neemfuno zabafundi, kwaye bakwazi ukuzoba kwintlalo abayiphilayo ekufundiseni nasekufundeni	
	a.	Bonke abahlohli kufuneka banikezelwe okanye bavunyelwe ukufikeleleka kwinqubo ye-PROTEA, nakulwazi ngeenkcukacha zentlalo yeeklasu zabo. Oku kufuneka kuquke ulwazi lwamaqela athetha iilwimi zasekhaya, iminyaka, iiprofayili zezifundo zebanga leshumi, amanqaku afunyenweyo, umlinganiselo wezikolo nokuba abafundi bahlala kwizindlu zabafundi okanye abahlali kuzo.
	b.	Abahlohli kufuneka babonakalise ukuphendula kutshintsho lweenkcukacha zabafundi. Ukubonakalisa nokuphendula komhlohli kuza kubonakala kwiinkqubo zakhe zokufundisa, kulwakhiwo loludwe lwezifundo, nakwingxelo yoogxa bakhe.
	c.	Bonke abasebenzi bezemfundo, nabo abasele bekwiZiko ixesha elide, kufuneka baxhaswe ekuveliseni inkqubo yokufundisa neza kuthi ibonwe njenge mpendulo kutshintsho lweenkcukacha zabafundi.
2.	Abafundi kufuneka bavunyelwe ukuba bathathe inxaxheba kuphuhliso lwekharityhulam ngokwenkqubo yophuhliso lwekharityhulamu ekhululekile, ngokuthi abahlohli baphendule ingxelo abayinikwa ngokusesikweni nokungekho sesikweni ngabafundi abafundayo ngoku, abo baza kuthweswa izidinga, nabo babefunda ngaphambili.	
	a.	Kufuneka kwenziwe iindawo apho abafundi bazofakelela khona iingcamango namava obomi kuyilo lwekharityhulam.

	Oku kungabandakanya ukuquka abafundi kwiingxoxo zoyilo loludwe lwezifundo, ukuvumela abafundi abakwiminyaka ephezulu bathathe inxaxheba kuphuhliso loludwe lwezifundo ezingezantsi.
b.	Isicelo sengxelo yabafundi kuludwe lwezifundo nakwinkqubo yokufundisa, esisesikweni nesingekho sesikweni kufuneka sisetyenziswe ekuhlaziyeni uludwe lwezifundo nakwinkqubo yokufundisa nokufunda.
c.	Ngaphandle kothethathethwano nabafundi bangoku, kufuneka ibeyimfuneko ukuba bonke abafundi abakunyaka wabo wokugqibela wesidanga sokuqala bangenise ingxelo ebhaliweyo ngokufunda kwabo kuludwe lwezifundo zabo eziphambili. Le ngxelo kufuneka ichaze ngokubanzi izinto ebeziyimpumelelo nezinto ebezingumqobo ekufundeni kwabo.
d.	Abafundi ababefunda kwiYunivesithi iRhodes, ingakumbi abo bamaqela asebenzayo, nabangamalungu amaqela aneenkcukacha ezahlukeneyo, kufuneka bamenywe ukuba bazokunikezela ingxelo ngokwamava abo okufunda uludwe lwezifundo ezahlukeneyo kwiZiko. Olu lwazi lungaqokelelwa kwi- <i>Alumni Relations Unit</i> .
e.	Ukuze abahlohli bakwazi ukuxhaswa ekusebenziseni ingxelo yabafundi bangoku nabo baza kuthweswa izidanga kuphuhliso loludwe lwezifundo nekharityhulam, abahlohli kufuneka baxoxe ingxelo kwinqanaba lamasebe, kwaye ingqokelela yengxelo yoludwe lwezifundo kufuneka ibonwe nguMphathi we-fakhalthi nganye. Apho ingxelo ibonisa imfuneko yotshintsho, umhlohli kufuneka axhaswe enze utshintsho olufunekayo, kwaye ukwenziwa kotshintsho kufuneka longamelwe.
f.	Inkqubo yokuchola-chola ingxelo yabafunda ngabahlohli, kufuneka ibenobulungisa kumhlohli nekufuneka anikwe ithuba lokuphendula le ngxelo.
g.	Ukuba baninzi abafundi abangaliphumeleliyo uludwe lwesifundo, ii-fakhalthi kunyanzeleke ukuba zinikeze inkxaso yengcaphephe nezakuthi ikhokelele kwizindululo ezifundisayo zotshintsho ukuba zenziwe kuludwe lwezifundo.
h.	Kwiimeko apho inkxaso kwinqanaba le-fakhalthi ithe yafunwa kuphunyezo nakuyilo loludwe lwezifundo, nalapho ukuphunyezwa kweengcebiso zotshintsho sekonganyelwe, imfuneko yoqhubeko lenkxaso emva kesithuba solongamelo kufuneka iqinisekise luvavanyo loludwe lwezifundo qho kwisithuba seminyaka emithathu emva kokuphela kwesithuba

		solongamelo.
3.		Abahlohli kufuneka babonakalise ukukwazi ukufunda kubafundi, kwaye abahlohli nabafundi kufuneka bavunyelwe bavelise iimfundiso zentlalo neziza kubenza ukuba bakwazi ukuthetha kakuhle, bakwazi ukunxulumana nokusebenzisana namaqela ahlukeneyo.
4.		Imo yelwimi-ninzi yabafundi nabasebenzi kufuneka ibonwe njengecebo elinokusetyenziswa ukuphucula ukufunda, ukufundisa nophando.
	a.	Abafundi kufuneka, apho kunako, babenethuba lokufikeleleka kwizifundo zokuncedisana nabo ezifundiswa ngeelwimi zokuqala, ngabancedisi abanolwazi olugqibeleleyo kwezi lwimi.
	b.	Imo yokusebenzisa iilwimi ezahlukeneyo kwigumbi lokufundisa kufuneka ikhuthazwe, nalapho ukusetyenziswa kweelwimi ezingaphezulu kolunye kuphucula ukuthatha inxaxheba nokufunda komfundi. Imo yokusebenzisa iilwimi ezahlukeneyo kwigumbi lokufundisa, kufuneka yenziwe umgaqo-nkqubo.
	d.	Abasebenzi abafundisayo abalwimi-nye nabathetha ulwimi lwesiNgesi kuphela, kufuneka bakhuthazwe ukuba bafumane ulwazi olusebenzayo lolunye ulwimi abanokulusebenzisa njengecebo kuphando nasekufundiseni. Ukuqeshwa komntu kufuneka kuxhomekeke koku.
	e.	Kuzo zonke ii-fakhalthi, kufuneka umfundi avunyelwe ukwenza uphando nasekubhaleni i-thisisi ngolunye ulwimi olungesiso isiNgesi.
	f.	Kufuneka kwakhiwe iZiko lemo yeLwimi-ninzi, neliza kwenza uphando linikeze uludwe lweezifundo kubafundi abasele bezigqibile izidanga zabo zokuqala . Eli ziko liza kongamela ukuphunyezwa kwazo zonke iinjongo zeZiko eziyelelene kwimo yelwimi-ninzi kuquka ukunikezelwa uludwe lwezifundo zolwimi, iinkonzo zoguqulo nezokutolika, kunye nemveliso yezixhobo zelwimi-ninzi. Iza kube inikezela nenkxaso yokusetyenziswa kolwimi kwii-fakhalthi, njengokuveliswa kweethisisi ngezinye iilwimi ezingesiso isiNgesi.
	g.	Kufuneka kuveliswe izixhobo neziza kwenza ukuba abasebenzi abafundisayo babenokufundiswa ngolwalamano phakathi kolwimi neemfuno zengqiqo, ngokuthathela kwinkqubo ezizizo zakwigumbi lokufundisa nophando. Umzekelo

		wezi zixhobo yifilimu emfutshane u- <i>Sink or Swim</i> , nobonisa umahluko phakathi kokufunda ngolwimi lokuqala nokufunda ngolwimi lwesibini.
5.	IsiXhosa kufuneka siphuhliswe kwaye sinyuselwe njengolwimi lokufundisa, lokufunda, nelokuphanda.	
	a.	Iziko kufuneka lisebenze nezikolo zaseRhini ukunyusa ixabiso lesiXhosa njengolwimi lokufunda nokuphanda kwinkqubo yelwimi-mbini, apho isiNgesi silolunye ulwimi lokufundisa nokufunda.
	b.	Ukwamkelwa komfundi eyunivesithi kufuneka kubonakalise ukuqonda ukuba ukukwazi komfundi ukufunda nokubhala isiNgesi, akubonisi ubukrelekrele bomfundi. Ngoko, umfundi ofumene iqondo-A kwisiXhosa namaqondo alungileyo kwezinye izifundo, kufuneka athathwe liziko nokuba ufumene iqondo elisezantsi kwisiNgesi.
	c.	IsiXhosa esenzelwe iinjongo zeenkqubo ezithile nezinje ngezi zinikezelwa kubafundi be-Fakhalthi yezoMthetho naleyo ye- <i>Pharmacy</i> , kufuneka siphuhliswe ngokugqibeleleyo.
	d.	Kufuneka kunikezelwe ngezidanga zemo yelwimi-mbini, isiNgesi nesiXhosa, apho olunye uludwe lwezifundo lufundiswa lukwa vavanywa ngesiXhosa. Iinkqubo zemo yelwimi-mbini ziyanikezelwa kwamanye amaziko anjenge Yunivesithi yase-Stellenbosch neYunivesithi yaseLimpopo.
	e.	Kufuneka abafundi bakhuthazwe ukuba benze uphando babhale iithisisi zabo ngesiXhosa.
	f.	Iziko kufuneka lenze ukuze umfundi athweswe isidanga, abe kanti ukhe wamenza umgangatho wenqanaba elithile lesiXhosa.
	g.	IsiXhosa kufuneka sibelolunye leelwimi zokubhala izicatshulwa zeethisisi ezifakelwa izidanga zemfundo enomsilan kwiziko.
	h.	IYunivesithi kufuneka ibeneprojekthi ezincinane, neziza kufakelela kuphuhliso lwemibhalo yezifundo eziphakamileyo ebhalwe ngesiXhosa. Kwezi projekthi abafundi abenza izifundo zokusetyenziswa kolwimi, kungalindeleka ukuba njenge nxalenye yomsebenzi woludwe lwezifundo zabo, baguqule umbhalo ongundoqo kwicandelo lokufundisa ngalunye.
6.	IYunivesithi kufuneka isebenzisane nommandla waseRhini, ngokuthi yakhe ubuhlobo benzunzo kwiyunivesithi namanye amaqela oluntu. Kule nkqubo, iziko kufuneka libonise uluntu ngokubanzi ukuzinikela okukhulu ekuveliseni, ekusebenziseni nasekusasazeni	

	ulwazi ngokulungele uluNtu.	
	a.	Inkqubo ekhoyo i- Service Learning Programme kufuneka ikhulisiwe. Isebe ngalinye kufuneka linesifundo esinecandelo lokufunda ngeenkonzelo. Oku kufuneka kuququzelelwe mgummeli wezifundo-zeenkonzelo ochongiweyo oyakuthi enze uphando kwezi zifundo
	b.	Ngokuba intsebenziswano noluNtu ingumsebenzi wesithathu weYunivesithi yoMzantsi Afrika, abasebenzi bezemfundo kuyafuneka bathabathe inxaxheba ekusebenzisaneni noLuntu. Amaziko kufuneka akhangele iindlela ezahlukileyo zokwenza intsebenziswano noLuntu inxalenye yeKharithulam nabasebenzi bezemfundo kufuneka babonakalise ukuzinikela nokungagungqi kwintsebenziswano namanye amalungu abandakanyekayo oluNtu
	c.	Iinkqubo zentsebenziswano noLuntu kufuneka zifezekisiwe kwidolophu iRhini ukuchasa ingcamango yokuba iilokishi lolona Luntu kufuneka kusetyenziswene nalo okanye eyona ngxenye yoLuntu enokuxhamla kwiinkqubo zentsebenziswano.
	d.	Iinkqubo zokufunda ezithi zinikezwe yiYunivesithi kootishala baseRhini bezikolo zamabanga aphakamileyo kuphela, kufuneka zinikeziwe nakwizikolo zaseRhini zamabanga aphantsi.
	e.	IYunivesithi kufuneka icebe iindlela zokwenza izifundo ezinikezayo zibenokufumaneka ngakumbi zithethe kwizidingo zabantu abasele bephumile esikolweni
7.	Kufuneka lukhuthazwe uphando kwizifundo ezintsha.	
		Iyunivesithi kufuneka iphuhlise uluhlu lwezifundo ekwenziwa kuzo uphando. Amakhankatha ophando kufuneka akhuthaze ukukhangelwa kwemimandla engemninye yolwazi novavanyo lweendlela ezintsha zokucinga
		Abaphandi kufuneka bakhuthazwe ukuba babuze imibuzo kwiinkalo ezintsha. Usomayeza, umzekelo angathi abuze ukuba lungasetyenziswa njani ulwazi lokunyanga izifo oluthi lufumaneka ekunqandeni izifo.
8.	Iyunivesithi kufuneka ivelise kwaye isasaze ulwazi oluya kuthi longeze ekusombululeni iingxaki zalapha ekhaya nezelizwe jikelele. Oku kuquka imveliso yolwazi engeMpuma Kapa, uMzantsi Afrika, iAfrika, nokusasazwa kolulwazi eMzantsi Afrika nakwilizwe ngokubanzi.	
	a.	Ekuphuhliseni nasekufezekiseni kwe kharithulam, kwizifundo ezimelene ngqo nomxholo waseMzantsi Afrika,

		kufuneka kunikezwe iinkcukacha ngokusebenziseka nokubaluleka kwezi zifundo kumxholo, nokuba mibuzo/miba mini na isifundo esiyokuthi sizame ukujongana naso.
	b.	Kufuneka kunyuswe inkxaso-imali yophando olujongene nokulungisa imiba ebalulekileyo yamazwe aseMazantsi kwilizwe jikelele.
	c.	Kufuneka kunyuswe inkxaso-imali yophando oluphuma kwingqiqo yezithethe zabaMnyama kunye nophando lokwakheka kweAfrika. Lunqongophele uphando olwenziweyo, umzekelo, ngexesha eliphambi kobuKoloniyali, oku kunqongophala kolwazi ngelixesha libangele umsantsa obonakalayo kwikharithulam.
	d.	Kukho isidingo sokumiselwa kwamaziko obugcisa. Intsebenziswano namashishini kunye namasebe karhulumente afana namaSebe Ombane kunye nawaManzi, umzekelo kufuneka emiselwe ukuxhasa iziko lezobuNzulu-lwazi elizakumela ukwenza uphando oluyakuba negalelo kuphuhliso nakwintlalontle yoMzantsi Afrika noLuntu lweAfrika. Eli ziko kufuneka libenalo nophuhliso lwemveliso njengenye yeenjongo zayo engundoqo.
9	IYunivesithi kufuneka iphuhlise isithethe semveliso yolwazi nosasazo esingabeki ulwazi oluveliswe eNtshona phambili, ngoku kutsho ke, ngokokwenza njalo, iphikise ulwahlulo lo msebenzi apho ithiyori eveliswa entshona ethi isetyenziswe kumazwe aseMazantsi kwilizwe jikelele., apho lo mazwe avelisa izombiwa ezingekacolwa zophuhliso lwethiyori entshona	
	a.	Abaphandi namakhankatha ophando kufuneka babonise ukuqhelana neengcamango ezingundoqo kwiingxoxo ze- <i>decolonisation</i> yezifundo kunye nokuqwalaselwa kokuquka iingqiqo zabantu bakwamazwe-aseMazantsi mazwe jikelele kwizifundo.
	b.	Ithiyori nolwazi maluphuhlise kumazwe aseMazantsi-mazwe jikelele, ukuquka oko, kuphuhlise ngabantu bomgquba ngaphandle kwamazibuko eyunivesithi, kwaye kufuneka ingatyeshelwa ngabahloli nangamakhankatha ophando lonto. Kufuneka lugqalwe, luvavanywe, kwakhelwe phezulu kwalo.
	c.	IiFakhalthi kufuneka zibonise ukuba ziyiquka njani ingqiqo yabantu basemazantsi kumazwe jikelele kwizifundo zayo.
10.	IYunivesithi kufuneka inyuse utyalo-mali kuphuhliso labaphandi abatsha	
	a.	Abasebenzi bezemfundo, kufuneka, kwasekuqaleni, baququzelele uphuhliso lobuni lwabafundi oluquka ukuzibona bengabavelisi bolwazi. Oku kuthetha ukuba makukhuthazwe ingcamango yokuba imveliso lwazi eyunivesithi, ayisongumsebenzi wabantu

		abathile.
	b.	Isikhundla somLawuli wezifundo zesidanga eziphezulu kufuneka senziwe isigxina.
	c.	Izixhobo ezongezelelweyo kufuneka zityalwe ekufumaneni nasekuxhaseni abafundi abaphuma kumakhaya angathathi ntweni nakumaqela angamelwanga ngokwaneleyo ababonisa isakhono kunye nendlela yoqobo yokwenza uphando olutsha.
	d.	Abaphandi abatsha kufuneka baqeqeshwe ekubhaleni isicelo senkxaso-mali, kwaye ulwazi ngenkxaso-mali yaseyunivesithi kunye neyangaphandle kufuneka lusasazwe jikelele. Ngokwemiqweni, olo qeqesho, kufuneka luquke, ngokwenkqubo esulungekileyo, abaphandi ababenempumelelo ekubhaleni isicelo senkxaso-mali, bacebise abaphandi abatsha
	e.	Abaphandi abaselula kufuneka banganikwa umthwalo wokufundisa nokulawula ongalingenanga nabo, apho bangaphela bengakwazi ukwenzisisa uphando lwabo kakuhle. Iinkcukacha zosasazo zoxanduva lomsebenzi wokuhlohla kufuneka zibonise ukuba abaphandi abatsha abasakhasayo bayakhuthazwa, kwaye bencedwa kwamaSebe nakwisikolo, ukuba basebenze kuphando lwabo.
	f.	Amahlandenyuka amandla phakathi kwekhakatha lophando kunye nomfundi, njengokuba echaphazela ngendlela embi indlela yenguqu ethathwa yiyunivesithi, kufuneka axoxwe kwikomiti yeziDanga eziPhezulu nakwiiSemina zeCandelo
11.		Iindlela zosasazo-lwazi kufuneka zibonise isibophelelo seyunivesithi sokusebenzisa nokuvelisa ulwazi elizokwenza ukufundisa kusetyenziswe kuluntu kungekho njongo zanzuzo nelizokuba negalelo ekufezekiseni umnqweno wokugalela ulwazi kumazwe-jikelele.
	a.	Makwabelwane ngolwazi noluNtu nakwiindawo ngendawo zentsebenziswano eluNtwini. Ingxelo echaza iziphumo/impembhelelo yokwabelana noluNtu kufuneka yenziwe.
	b.	Ukukhuthaza usasazo lo lwazi olutsha, nanjengokuba kusaziwa ukuba imigaqo-nkqubo yohlelo lweJenali zakumawe-ngamazwe zizo ezimisela ukuba ngoluphi ulwazi omalupapashwe nge-Afrika, iyunivesithi kufuneka ilobe urhulumente avule amathuba eendawo zokupapasha zabasebenzi bemfundo abasebenzela ukwenza ulwazi olutsha. URhulumente kufuneka anyuse inkxaso-mali yokupapasha eMzantsi Afrika, kwaye icandelo kufuneka liyile iqhinga lokunyusa umgangatho wejenali ezipapasha eMzantsi Afrika nakuMazwe aseZantsi kwiZwelonke.

	c.	Abaphandi kufuneka bavunyelwe bazikhethela abafundi abaza kufunda uphando lwabo. Izakhiwo zenkuthazo kufuneka zenziwe ngendlela ebonakalisa izinga lokusasaza nempembelelo yeejenali zaseAfrika, zingabi ngumqobo kupapasho lwazo. Abaphandi kukwafuneka bakhuthazwe ukuba bapapashe kwijenali ezifikelekayo ngokuthatha inxaxheba kwiinkomfa zamazwe ngamazwe nakwintsebenziswano yamazwe ngamazwe.
12		Imiba yohlanga, yesini , ubuni, udidi, neyokhubazeko kufuneka ifakwe kwaye ibalulwekwikharithulam
	a.	Amanyathelo akhoyo, anjengokufakwa kolwimi lwezandla kwisifundo sezenzululwazi ngeelwimi kunyaka wesibini, kunye nesifundo somgaqo-nkqubo wokhubazeko kunyaka wesithathu weZifundo zePolitiki, kufuneka zandiswe ukwenzela abafundi kuzo zonke ii-fakhalithi bavuleleke kumathuba okuthatha inxaxheba ngokukhwenkayo nemibuzo ebhekisele emandleni, ilungelo elilodwa, nokushiyele ngaphandle ngokweenkqubo
	b.	IYunivesithi kufuneka ihlole ukukwazeka kokusekwa kwesihlalo sophando yandule ukuseka iYunithi yoPhando kwiZifundo zoKhubazeko, ukususela ekubeni eMzantsi Afrika nakwi-Afrika jikelele kukho unqongophalo lophando olwenziweyo kumda wokhubazeko.
13		Kufuneka kunyuswe inkcubeko yokwabelana nokusebenzisana kumsebenzi wotshintsho.
	a.	Kufuneka kwenziwe iindawo zokwabelana ngenkqubo elungileyo nezokuxoxa ngeengcamango nemixholo engundoqo, ezinjenge <i>decolonization</i> nethiyori yolwazi lwaseNtshona kutshintsho lwekharithulam kwinqanaba lamasebe, kwii-fakhalithi nakwiZiko. Kumasebe kufuneka kukhuthazwe ukuthatha kwenxaxheba kwabafundi nabahlohi abasebatsha.Ngokwembonakalo yeengxoxo zotshintsho lwekharithulam, iinkqubo namava emvelo aqhelekileyo kufuneka zigwetywe kwaye kuchongwe ukungabikho kwazo kwikharithulam.
	b.	Kufuneka kukhuthazwe ukufundisa phakathi kwamacandelo ezifundo ezahlukileyo nakwii-fakhalithi ezahlukileyo.
	c.	Kufuneka kusekwe amaqela olwazi lwamacandelo ahlukileyo engingqi nawommandla waseRhini, naza kuthi apapashe kunye. Ngaloo ndlela, umzekelo, amalungu eziko angasebenzisana nemibutho yoKhubazeko yaseRhini nakwiMpuma-Koloni njenge njongo yokufundisa, yokufunda neyophando.
	d.	Kufuneka kwabelwane ngolwazi olutsha ekwakheni iingingqi zenkqubo yolunNtu neyajikelele, ezikhangela ukuphendula kwimingeni efanayo okanye kwimingeni yajikelele.
14		Kufuneka kusetyenziswe iteknoloji yokufundisa nokufunda ukuphucula ukufumana ingqiqo.
	a.	Kufuneka kukhuthazwe ukusetyenziswa kweteknoloji ukuphucula inxaxheba yabafundi. Umzekelo, icandelo le-IT lingakhuthaza usetyenziso leteknoloji, ngabahlohi bonke, ukwenza kufumaneka ulwazi oluhlaziyiweyo kuyo yonke iteknoloji esetyenziswayo kwiinjongo zokufundisa kwiYunivesithi. Olu lwazi lungafunyanwa ngokwenza uphando. Olu lwazi lungasetyenziswa ngabahlohi njengesiseko sengqokelela zeendlela zokwenza ikharithulam, nesokwenza ikharithulam ifikeleleke kubafundi bonke. Icandelo le-IT kufuneka lisebenze ne- <i>Academic Technologies Roundtable</i> , ukuqinisekisa uluhlu oluhlaziyiweyo lufumaneka rhoqo.
	b.	Iziko kufuneka linikezele ngezixhobo zokuncedisa kubafunda abanokhubazeko, nezinokuthi zibancede kumgangatho wabo wokuthatha inxaxheba kwiinkqubo zokufunda.

15.	Malamkelwe uvavanyo olusisiqu	
	a.	Amanyathelo amatsha <i>non-traditional</i> okusebenzisa amaqhinga okuhlola mawaphuculwe. Abahloli mabakhuthazwe ukuba basebenzise iindlela ezahlukeneyo zokuhlola kunezakudala. Oku kungakhokhelela kwimeko yokungaxhomekeki kakhulu kuviwo lokuphela konyaka ukuhlola imfundo. La maqhinga mawabonakalise ukuvunywa nokuthembeka okukwinqanaba eliphezulu.
	b.	Makuqinisekiswa usetyenziso lwezixhobo zovavanyo ezilungileyo ezikwinqanaba elifunekayo elilungileyo nelinyanisekileyo, ukulungiselela uhlangabezano olulungileyo noluzathuzekileyo.
	c.	Kufuneka izichazi-magama ezilwimi-ntathu zeelwimi ezisesikweni zaseMpuma-Koloni ezintathu zifumaneke kumagumbi oviwo.
16.	Amasebe mawathathe inxaxheba kumanyathelo athathwayo ekuthintsheni ikharityhulam equka iprojekhthi yohlalutyo lwekharityhulam	
17.	Abasebenzi bezemfundo kufuneka baphuhlise amandla abo okuphumeza kharityhulamu eDecolonsed nephendulayo kwiimo zelizwe zanamhlanje ngokuvavanya izifundo ezisesikweni kwinkqubo yokufunda nokufundisa eyokuqhuba okanye ukuvavanya uphando kwimixholo engundoqo kwinguqu yekharityulam nangokuthatha inxaxheba kwiinkqubo zenguqo kwikharityulam nesheshoni zokwabenala ngolwazi.	
	a.	Kufuneka BONKE abasebenzi bezemfundo bakhuthazwe ukuba benze i- post- graduate diploma in higher education (PGDHE), ukuze bakwazi ukuziqhelisa neethiyori zokufundisa nokufunda.
	b.	Abahloli kufuneka baxhotyiswe ngezakhono eziza kuthi zikwazi ukubenza bakwazi ukuthamba nokuphendula kuphuhliso nokuphumeza ikharityhulam.
	c.	Iimfundi-mani ezinolwazi olukhethekileyo, njengo lwazi kwezokhubazeko, uhlanga, ukwakhiwa kwesini, kufuneka zimenywe zizokufundisa abasebenzi ngeengcamango neengxoxo ezingundoqo kule mimmandla.
	d.	Uludwe lweezifundo olusesikweni olunemigaqo, olufikeleleka nolufumaneka jikelele kuyilo lwekharityhulam, nolukhuthaza ukuphendula iimfuno zabafundi abahlukeneyo, ukuquka abafundi abanokhubazeko, kufuneka lwenziwe ukuba lufumaneke kubahloli.
	e.	Uludwe lweezifundo olusesikweni nolungo setyenziswa kweelwimi ezahlukeneyo, kufuneka lunikezelwe kubahloli.
	f.	Uludwe lweezifundo ngokusetyenziswa kweteknoloji ukuphucula ikharityhulam ethetha-thathanayo neemeko zelizwe, kufuneka lunikezelwe kubahloli.
	g.	Abahloli kufuneka baxhaswe kwaye bavunyelwe ukuba basebenzise iindlela ezintsha zovavanyo ezinokuvunywa nokuthembeka okukwinqanaba eliphezulu.
	h.	Abaphathi neeNtloko zamaSebe kufuneka bafumane uqeqesho ekuphuhliseni ikharityhulam ethetha-thathanayo neemeko zelizwe neguqukileyo, kuba bengabona bantu abanoxanduva lokukhokela iinkqubo zotshintsho lwekharityhulam.
	i.	Uphando kwiinkqubo zotshintsho lwekharityhulam, kufuneka zenziwe ngeenjongo zenkqubo yokuqulunqa nokuphucula ithiyori. Olu phando kufuneka luquke izifundo ngoku-decolonizer nokwazi ukwakha ulwazi, kunye nakwi nkqubo yokufunda nokufundisa okuquka ukusebenzisa iilwimi ezahlukeneyo kwigumbi lokufundisa.

	j.	Iingcali ze-Zolwazi lobuchwepheshe kufuneka zibenolwazi oluhlaziyiweyo lweteknoloji entsha noluphucula uquko, kunye neteknoloji encedisayo, kwaye kufuneka zixhase amagumbi okufundisa kusetyenziso lweteknoloji.
18		Iyunivesithi kufuneka iphuhlise Amandla okuqinisekisa ukuba ikharityulam iyafikeleleka kubo bonke abafundi.
19		IYunivesithi kufuneka iqaphele kwaye iwonge isenzo esinegalelo kwimizamo yenguqu kwezemfundo. (Jonga eye-15 kwiTafile 2)
	a.	Imigaqo yonyuselo nepotfoliyo yokufundisa kufuneka zakhiwe ngokufanelekileyo ukwenzela ukuba ubonakale umahluko phakathi kweenjongo zotshintsho eziphenjelelwa yinjongo yenguqu nolawulo lokwahluka.
	b.	Kufuneka abaphandi abagqibeleleyo nabancedisa abaphandi abatsha kwii projekthi zabo zophando, bathathelwe ingqalelo kwaye bawongwe ngomsebenzi wabo

2.6.2.4. Imiba yabaFundi

Zilishumi elinambini izindululo zezinga eliphakamileyo ezivele kwinkqubo yale ntlanganiso nezingacalulwa njengemiba yabafundi engaphandle kwemixholo yekharityulam, isiko leziko, izibonelelo neenkonzolo nolawulo. Ezi zindululo zilishumi elinambini ziquka izindululo malunga nenkxaso-mali yabafundi, inkxaso yabafundi abavela kumakhaya ahlelekileyo, intlalo-ntle yabafundi abahlala kwizindlu ezingaphandle kweziko nolwalamano phakathi kwabafundi namanye amalungu. Ngeenzame zokuqinisekisa ukuba iqondakala lula le ngxelo, zonke izindululo eziyelelene nabafundi abahlala kwizindlu ezingaphandle kweziko, kuquka ezo zinxulumene nezibonelelo nolawulo lwabafundi, zibekwe apha phantsi kwengcebiso ekwizinga eliphakamileyo enye.

Izindululo ekuzaa kuxoxwa ngentsukaphi yazo zezo zingentlawulo zokufunda, inqanaba lenkxaso enikwa abafundi abahlala kwizindlu ezingaphandle kweziko, nezo ziyelelene nokumanyelwa kwamazwi awohlukeneyo abafundi, kuquka namazwi aphikisayo.

Kule ntlanganiso, iqela elijongene neMiba yabaFundi lichonge inkxaso-mali yabafundi njengowona mba uphambili kwezenguqu. Kugqitywe kwelokuba inkxaso-mali yabafundi, mayingasombululi iingxaki zofikelelo kwiziko nakwikharityulam kuphela, koko kufuneka isombulule neengxaki zempiliso yabafundi. Izindululo ezingeniswe kwiingxelo zekomiti yeeNtlawulo zabaFundi, ukuFundisa nokuFunda neSini noBume beeMvakalelo seSondo zoMntu, zizama ukusombulula yomibini le miba. Eyona ngcebiso iphambili evela kwiingxelo yeKomiti yeeNtlawulo zabaFundi yeyokuba iziko kufuneka lilungiselelwe ukuze likwazi ukumelana nenani eliguqukayo labafundi elehlisele isimo sokukwazi ukufikelela kwiintlawulo zokufunda zeli ziko. Isidingo sokulungiselelwa kweli ziko sichongwe nakwiingxelo yeKomiti yabaSebenzi neZiko apho kubalulwa ukuba amatyala okufunda achongwa leli ziko njengengozi ngama-2014, phambi kweentshukumo zeFees Must Fall. Kungqinwa ngelithi, ifuthe lezi

ntshukumo kwiintlawulo zokufunda, linyuse yaye laxhesha nangakumbi isidingo sokuba iziko livelise icebo elizokulincedisa ukunciphisa ubungozi bamatyala okufunda. Eli bango lenziwe phantsi kwengxoxo ephangaleleyo malunga nokuba iziko linakoo kangakanani ukuvelisa izisombululo kwimingeni yocino nenguqu iziko elijongene nayo. Izindululo ezisombulula imiba yofikelelo lwabafundi, impiliso, ukuxhoxityiswa kweziko malunga nokuqwalasela imingeni eyenziwa ngamatyala abafundi zibekwe njengee zindululo 1-3 kule tafile ingezantsi.

Isiphakamiso sokuba iziko linyusele amandla alo okuqwalasela ubungozi bokwehla kwemali engenayo ngenxa yentlawulo yokufunda sihambelana ncam nengcebiso yokuba iziko malinyusele amandla alo okwenza ingeniso evela kumthombo wesithathu. Le ngecebiso iza kucaciswa nzulu kwicandelo 2.6.2.8.

Ingxoxo eyenziwe ngabafundi abathatha inxaxheba kumaqelana eMiba yabaFundi neziBonelelo yeyokuba, nanjengoko uninzi lwabafundi luhlala kwizindlu ezingaphandle kweziko, iziko kufuneka litshintshe indlela elizichaza ngayo njengeziko elineendawo zokuhlala zabafundi. Bagqibe kwelokuba olu tshintsho kwindlela elizibona ngayo iziko, luzokuncedisa ukuze kubonwe ukuba abafundi abahlala kwizindlu ezingaphandle kweziko badinga izinga lokhuseleko nenkxaso evela kwiziko elinganayo naleyo inikwa abahlala kwizindlu ezingaphakathi kweziko.

Izinga eliphakamileyo lenkxaso evela kwiziko lingakhokhelela ukuba abafundi abahlala kwizindlu ezingaphandle kweziko, bave ubomi bokubayi-Oppidan bufikeleleka yaye bukulungele ukufunda kunendlela ebuyiyo ngoku. Izindululo ezenziwe ngabafundi nalapho ukuzalisekiswa kwazo, ngethemba, kungakhokelela ekufezekisweni kwale njongo zidweliswe kwizindululo u-5a ukuya ku-5h kule tafile ingezantsi. Ukuphendula intetho-nkcazelo eyenziwe ngabafundi beqelana leziBonelelo kwintlangano yesininzi, iSebe leMiba yabaFundi lazise intlangano ukuba imigaqo-nkqubo emalunga nokubekwa emthethweni kweendawo zokuhlala zabafundi ezingaphandle kweziko iyabhalwa. Eli sebe likwachaze ukuba eminye imigaqo-nkqubo ebhalwayo, iza kukhuthaza abafundi abakuNSFAS nabo bonke abafundi abakunyaka wabo wokuqala ukuba bahlale kwizindlu zabafundi ezingaphakathi kweziko.

Malunga nombona wokuviwa kwamazwi abafundi awohlukeneyo, umahluko owenziwe ngabanye abathathi-nxaxheba kwiiseshoni zentlanganiso phakathi kwamazwi abafundi abawachaza njengawo axhasa iinguquko ezigqibeleleyo namazwi abafundi abathatha inxaxheba kwintlanganiso ababengamalungu aphambili eBhodi eMele abaFundi (i-SRC) nabePalamente yabaFundi, abanye abafundi abanyulwe yiBhodi eMele abaFundi nabafundi ababesebenza njengamalungu eqela eliphangelayo, ikhokhelele kwingxoxo malunga nobungakanani nohlobo lwenxaxheba edlalwe

ngabafundi kule ntlanganiso. Umbuzo wodidi lwesibini ovele kule ngxoxo ngowokuba ngaba iziko linayo na indlela yokuquka onke amazwi abafundi abangaphaya kweebhodi zolawulo ezisemthethweni nokukhulisa amazwi axhasa iingququ ezigqibeleleyo naphikisayo. Izindululo ezilungiselelwe ukushwankathela nokuvala le ngxoxo zidweliswe njengeezindululo u-7b, 7c nesi-8 ngezantsi.

Ezinye izindululo ezivele kule ngxoxo ziza kubekwa kwicandelo u-2.6.2.6 njengemiba yolawulo lwabafundi.

Ngaphandle kwemithombo esele ibalulwe ngasentla, izindululo ezimalunga nemiba yabafundi ezidlweliswe kwiTafile ye-4 nazo zangeniswa ngamaqelana eKomiti yezokuHlala, neMiba yabaSebenzi noLawulo.

ITafile 4. Isandululo kwimicimbi yabafundi.

Nom	Isindululo
1.	IYunivesithi kufuneka ikhulise amandla ayo ukuze icebe amaqhinga okuphumeza ummiselo wokuhlisa Ityala labafundi. Oku kufuneka kuquke ukuqinisa loo malungelo sele ekho azokulungiselela iYunivesithi ikwazi ukunceda abafundi abadinga ukufikelela kumathuba emali yokuhlawulela izifundo zabo.
	a. IKhansile kufuneka iseke iKomiti yentlawulo yemfundo kunye neKomiti yoLuhlu lweNgesino Yesithathu <i>Third Stream Income</i> .
	b. Amandla okunyusa ingxowa yecandelo le <i>Advancement</i> kufuneka likhuliswe.
	c. Kufuneka kumiselwe iYunithi yokucebisa abafundi ngemali-mbholeko ezokuthi, ukubalula ezinye zezinto ezokuthi izenze ngempumelelo, ikhokhele ekubeni bonke abafundi abalungeleyo ukufumana uNSFAS bafake isicelo semali-mbholeko kuyo.
	d. Ulwazi olumayelana neemali zofundiso (scholarships) kunye neeBhasari kufuneka lusasazwe banzi kubafundi.
2.	Uphando olumayelana nenkxaso-mali kubafundi olufumaneka ekhaya nakumazwe-ngamazwe kufuneka lwenziwe ze kuphuhliswe neendlela zokufikelela kwinkxaso-mali esele ikho.
	a. Kufuneka kwakhiwe ze kuphunyezwe iinkqubo ezizakunceda abafundi ukuba bafumane iiBhasari kunye neemali zofundiso kwiiNkampani nakubaqeshi ngokusebenzisa iimfuneko zeBBBEE <i>scorecard</i> kunye neCandelo 10(1)(q) wmoMthetho weRhafu Engenayo.

	b.	Iinkqubo ezizokunceda abafundi abafanelekileyo ukufumana iibhasari kwiCandelo leZiphathi-mandla zeMfundo noQeqesho kufuneka zakhiwe ze ziphunyezwe. Ezi nkqubo zingaquka ukungena kweYunivesithi kwizivumelwano zobambiswano neSETAs ezifanelekileyo.
3.		Abafundi abasuka kumakhaya anengeniso-mali elingephi kufuneka bagaywe inkxaso ekuziphiliseni.
	a.	Njengokokuba ibhasari/mali-mbholeko uNSFAS ingahlawuleli zonke izinto ezifuna imali kubomi bomfundi, kukho isidingo sokuphuhlisa amangenelelo aliqela azokuvala lo msantsa. Kufuneka kubekho uqhagamishelwano nabafundi ekuphuhliseni lamangenelo, ze kuyilwe umgaqo-nkqubo.
	b.	IYunivesithi kufuneka inikezele ngesidlo sasemini kwi <i>Dining hall</i> kubafundi abangaphumeleliyo ukuba nezidlo ezisempilweni nasemgangathweni. Oku kuyokuquka inkqubo yovavanyo lokungaphumeleli <i>means testing</i> . Inkcitho kule nkqubo kufuneka ibonwe njengengabalulekanga xa enye inkqubo engabalulekanga ikhutshiwe kungxowa-mali.
	c.	Abafundi abasuka kumakhaya anengeniso elingephi kufuneka babekwe phambili xa kuqeshwa kwiiProjekthi nakwiinkqubo zeYunivesithi. Oko kukuthi, umzekelo, amaSebe asebenzise uludwe lwabafundi abakuNSFAS okanye abaphuma kumakhaya afumana ingeniso elisesiphakathini <i>middle income</i> ekwenzeni izigqibo ngokuqesha abafundi njengabancedisi okanye abancedisi babafundi.
4.		Uluhlu lwabafundi kufuneka longezelwe ngabafundi baseRhini. Abafundi abangathathi ntweni abaphuma kwizikolo ezingqonge iYunivesithi kufuneka bancediswe ukuba babenokungena kwiYunivesithi.
	a.	Bangumyinge wepesenti engaphantsi ku 0.03 abafundi be Yunivesity, iRhodes abaphuma kwizikolo ezingqonge iilokishi zaseRhini. Inkqubo ye <i>extended studies</i> kufuneka ikhuliswe ukuze iphuhlise inani labafundi abaqhuba kakuhle ezifundweni abaphuma kwezi zikolo abathi bamkeleke.
	b.	IYunivesithi kufuneka inikise ngeebhasari, kuquka neebhasari zemidlalo <i>sports bursaries</i> kubafundi abaphuma kwizikolo ezingathathi-ntweni zalapha ekhaya abathi bamkelwe yiYunivesithi.
5.		Abafundi abahlala ngaphandle kwamazibuko esikolo kufuneka benikwe inkxaso elingana naleyo yabo bahlala esikolweni
	a.	Kufuneka kusekwe ikomiti ezakuthi ifune izindululo kubafundi ngeengxaki ezijongene nabafundi abahlala ngaphandle, ize incedise ukufumana nokufezekiswa kwezisombululo kwiingxaki ezichongiweyo
	b.	iYunivesithi kufuneka ibenenkxaso-mali yentlalo yabafundi abahlala ngaphandle, abanengeniso yemali esezantsi, kwithuba lokuqala

		kwesikolo ukuya kutsho kwixesha lokuphuma kweemali zika NSFAS. Iindleko zentlalo kufuneka zibaliwe ukuquka neendleko zokuqesha ebhatalwa mgabafundi.
	c.	Kufuneka baziswe ngokucacileyo abafundi abamkeliweyo kwiYunivesithi ukuba ngaba bayifumene kusini na indawo yokuhlala kwizindlu zokuhlala eYunivesithi. Umqulu wolwazi oqulethe oko abafundi kufuneka bekulindele, oquka neenkukacha zeendleko zokuphila kunye nomyinge weendleko zokuqesha, kufuneka uthunyelelwe abafundi ngaphambi kokuba babe bazakufika eRhini
	d.	Kufuneka kumiselwe ulwalamano olusesikweni phakathi kweziko kunye nabaqeshisi beendawo zokuhlala eRhini. Le ntsebenziswano izakubangela ukuvunywa kweendawo zokuhlala eziqinisekisiweyo eziqeshiselwa abafundi, ezifikelelayo kumgangatho omiselweyo, ukuquka nomgangatho wezokhuseleko. Le migangatho izakubhalwa ukuqinisekisa ukuba iindawo zokuhlala zabafundi eRhini ziyafikelela okanye ziyedlula kumgangatho wendawo zokuhlala zasekhampasini. Lo mgangatho uquka nokufikeleleka kwe Wi-fi
	e.	Iziko kufuneka lisebenzisane nabanini zindlu eziqeshisayo edolophini ukuqinisekisa ukuba intlawulo yendawo ezivunyiweyo zokuhlala zabafundi ifanelekile kwaye iyafikeleleka kuninzi lwabafundi kunye nabo banengeniso esezantsi nabaku NSFAS.
	f.	Ngokubona ububanzi besi sidingo, i- <i>Advancement Unit</i> kufuneka isebenzisane nekomiti yabafundi abahlala ngaphandle (Oppidan committee) okanye ithabathele kuyo uxanduva lokunyuswa kwemali i- <i>Oppidan Meal fund</i> (Jonga naku3b.)
	g.	Iziko kufuneka lixhase abafundi abahlala ngaphandle ukuqinisekisa ukuqhubeka kokukusenza kwe bhasi ebathuthayo <i>ioppidan bus</i> , nokuthi kubekho ibhasi yesibini. Le bhasi inikeza abafundi ukhuseleko olubenza bakwazi ukuya nokubuya ekhampasini ngobusuku.
	h.	Imiba edibaniselene nentlalo-ntle yabafundi abahlala ngaphandle kwesikolo, imiba yokhuseleko umzekelo, kufuneka ixoxiwe kwinkqubo yobunkokheli yabafundi njengoko kusenziwa njalo kuleyo yabafundi abahlala ngaphakathi ekhampasini.
6.		Uphuhliso lolwalamano lwenkxaso, olukhulisayo, olunentlonipho-macala phakathi kwabafundi kunye nabo bonke abachaphazelekelayo ngaphandle kwe kharithyulam esesikweni kufuneka lunikwe amandla.
	a.	Inkqubo yokubuyisela ubuhlobo phakathi kwabafundi neenkokheli zeziko kufuneka iququzelelwe ngumcebisi wangaphandle.
	b.	Uludwe lwabasebenzi abancedisayo kunye nabahlohlali abacebisa/khulisa (mentor) abafundi kunye nemibutho yabafundi, kunye nabo banomdla wokucebisa abafundi neemibutho yabafundi kufuneka luqulunqwe lufakwe kuludwe i <i>TopList</i> ne <i>Students's lists</i> (Jonga 5b ku Tofile 2).

	c.	Izakhiwo kunye neenkqubo ezinokuthi zinike amandla ukuxhasa intsebenziswano phakathi kwabafundi abakhoyo kunye nabo nebanezidanga (alumni) kufuneka zimiselwe.
7.		Iziko kufuneka likhusele ilungelo labafundi lokuqhankqalaza.
	c.	Iziko kufuneka lihlale lihambiselana nomgaqo siseko woMzantsi Afrika xa liseka indlela, ixesha, nendawo abafundi abanokuthi baqhankqalaze kuyo.
	d.	IYunivesithi kufuneka ifumane iindlela zokukhulisa iimbono ezikhwankcayo nezokujonga iindlela nesimo sokunika amandla kwezo mbono ukuba zivakale zingakhange zinyhashwe.
	e.	Abafundi kufuneka bexhasiwe ngokwemali bavunyelwe ukubamba iingqunquthela ngemiba ebatshis'ibunzi.
	f.	Iziko kufuneka lizakhe njengendawo yeengxoxo ezikhwankcayo (Jonga 2b ku Tafle 1)
9.		Iziko kufuneka lifumane iindlela kunye namacebo okwenza ummiselo oqaphela amaqesha obutsha-ntiziyo wabafundi kwabafundi ehluma ngaphandle kwezakhiwo zolawulo ezisesikweni.
10.		Ulawulo lwabafundi.
	a	Imimiselo nobubanzi boxanduva becandelo elilawula imiba yabafundi, <i>Directorate of Student Affairs</i> kufuneka icacisiwe.
	g.	Icandelo loLawulo lweMicimbi yabaFundi kufuneka ligaywe inkxaso engcono ukuze lizalekise imimiselo yalo.
11.		Kufuneka kuphuculwe unxibelelwano olumayelana nabafundi nolo luphakathi kwabafundi nabathathi nxaxheba beziko.
	a.	Iindlela ezingezinye zokunxibelelana nabazali kunye nabagcini babafundi kufuneka zisetyenziswe. Ayingabo bonke abazali nabagcini abafikelelayo kwimeyile ne-intanethi. .
	b.	Ngaphandle konxibelelwano ngemali, iyunivesithi kufuneka ithi gqolo ukunxibelelana nabazali kunye nabagcini ngeminye imicimbi engabafundi ejongene nentlalo-ntle yabafundi.
	c.	Umsantsa wonxibelelwano ophakathi kwabafundi nabasebenzi kufuneka uvalwe (jonga 3ku Tafle 3).
	d.	Unxibelelwano oluzakuthi lukhuthaze uxanduva nokungafihli phakathi kobunkokheli beziko kunye nabafundi kufuneka lukhuthazwe.
12.	g.	Umyalelo wenkundla kubafundi oseleyo kufuneka ususiwe.

2.6.2.5. *Imicimbi yabasebenzi.*

Kukho izindululo ezilishumi elinantlanu ezithathwe kwinkqubo yengqungquthela ezingabalulwa njengemicimbi yabasebenzi ngaphandle kwemixholo yenkcubeko yeyunivesithi, ingeniso le yunivesithi nolawulo lwezemali, izakhiwo kunye neenkonzelo nolawulo. Ezi ziquka izindululo zokugcinwa kwabasebenzi, uphuhliso lwabasebenzi, imigaqo-nkqubo yezengqesho, imigaqo-nkqubo yezolawulo, iimeko abaphangela phantsi kwazo abasebenzi abakwinqanaba elisezantsi, ulwimi, iyantlukwano ephakathi kwabasebenzi bezemfundo nabancedisi kunye neengcebiso ngamandla abasebenzi mayelana nokucwangciswa kunye nokuphunyezwa kwezicwangciso kunye nemigaqo-nkqubo sele ikho.

Izindululo ezingolwazi oluthe vetshe ezizokudandalaziswa kwintshayelelo yeli candelo zimayelana nokugcinwa kwabasebenzi, ukuhliswa kwentlawulo yemfundo, imigaqo-nkqubo *yeparental leave*, kunye neemeko abaphangela phantsi kwazo abasebenzi bakwinqanaba elisezantsi. Umxholo weengcebiso ngezeliwimi nocwangciso ngabasebenzi kunye namandla abo okuphumezisa ezi zinto uyokushwankathelwa.

Uphakanyiselwe ukuba ushukuxwe kwiplinari nakwiingxoxo zamaqela iNkcubeko yeYunivesithi kunye neMicimbi Yabasebenzi umba womlinganiselo wemali encincinane abayifumanayo abasebenzi bezemfundo abantsundu nabasebenzi abanezakhono njengomba ongenelelayo ekucotheni kwenguqu kwisakhiwo sabasebenzi beYunivesithi. Incebiso ekuphunywe nayo kwiplinari ukusombulula lo mba kukuba kuphuhliswe iqhinga elizokujonga zonke iinkalo ngokusebenzisa ulwazi sele lukho olufana nengxelo yophando yango-2014 *iInstitutional Culture Staff Survey*. Sisekwi ngxoxo zengqungquthela, umlinganiselo wemali elincinci uye wangqamaniswa ngendlela inkcubeko yeyunivesithi eyiyo, njengekhohlakeleyo kubasebenzi abantsundu. Kwiqela lokuFundisa nokuFunda kuchazwe ukuba uninzi kwabasebenzi abantsundu, abaphuma kumakhaya angathathi ntweni, abaye bajongaane nomthwalo wokucedisa ngemali emakhaya, bachaze ukuba iindleko zokuhlala eRhini zingunobangela wokuba bangahlali kwiYunivesithi. Izindululo u3c kunye no-d zakhiwe ukukhawulelana nalo mceli-geni wongezelelweyo.

Iqela leengcebiso ezenzwe kwingxelo leqela *iGender and Sexualities* zithi imigaqo-nkqubo yengqesho, ibhekisa kumsebenzi oqalwe ngo-2014, ukuba makwenziwe uhliziyo lwentlawulo yemali yokufunda, imigaqo-nkqubo *yeparental leave* kunye *kemedical aid benefit*. Iziphakamiso ezibekwe phambili ukuxhasa ukuhlaziywa kwale migaqo-nkqubo kukuba isekelwe kwimpucuko yasentshona *modern(ist)* nakwindlela ethanda usapho olwakhiwe ngabantu abazini ezohlukileyo *heteronormative family*, kube eneneni ubomi babasebenzi abaninzi bungasekelwanga kule ndlela yosapho. Abona bantu abaxhamla kakhulu kumgaqo-nkqubo wokuthotywa kwentlawulo yemali yemfundo ngabo bakwamanqanaba aphezulu kwisakhiwo sabasebenzi. Iziphakamiso, ngokucacileyo, zithetha ngesidingo zokuvuselela nokugqiba umsebenzi owaqala ngo-2014.

Izindululo ezibalulwe phantsi kwemiqathango yeemeko zokusebenza zabaqeshwa, nokhuseleko luphakanyisiwe njengesizathu sokuba kubekho isidingo sokuba iYunivesithi ithuthe abasebenzi bayo abahlala elokishini, ukuya nokubuya emsebenzini kwiinyanga zobusika. Kuxelwe ukuba kwezi nyanga, abasebenzi baveze inkxalabo yokuziva bengakhuselekanga ngenxa yokutshona kwelanga ngokukhawuleza. Kwakhona, isidingo sokuqinisa ukhuseleko lwamalungu osapho luchazwe njengesizathu sokuba abasebenzi abanoxanduva emakhaya baqale ukusebenza ngentsimbi yesi-8 ekuseni kunangentseni. Njengokuba ibonaleke kweye 2.6.2.4 umgangatho wokuqinisa ukhuseleko luphakanyiselwe njengesona sizathu sesidingo sokuba iYunivesithi ixhase abafundi abahlala ngaphandle kwesikolo *Oppidan students*.

Ulwimi nezenzo zolawulo, kwingxoxo ebezibanjwe iqela lentsebenziswano loLwimi, abathathi-nxaxheba babonaklise ukuba imiba yezolwimi yenye yemibangela yokunganeliseki olukhulu kwabasebenzi abanimzo abakwinqanaba elisezantsi. Abathathi-nxaxheba baveze, umzekelo ukuba, kuyaqondwa ukuba ukwazi ukuthetha isingesi kwenza ukuba umqeshwa axabiseke kwiyunivesithi, abanye abaqeshwa babanentloni ngokuthetha kwabo okusezantsi isingesi bade bafikelele ekutyikityeni amaxwebhu abangawaqondisisiyo. Lo mthwalo usemagxeni wabaqeshwa abangafikeleliyo kwizibonelelo zokufunda isingesi, xa abaqeshwa abasezingeni loqesho oluphezulu bengalindelekanga ukuba bafunde isiXhosa ubonakala njengenomkhethe, oododobalisayo, nokujongela phantsi kwaba baqeshwa.

Njengoko kubonakalisiwe ku 2.1 umxholo onqenqezayo kwinkqubo yale ngqungquthela kukuba iziko libonakala njengelikwazi kancinci kunoba kunqweneleka ukuqulunqa izicwangciso nokuphunyezwa kwezicwangciso ngokusebenzisa ulwazi oluthe lwaqokelelwa kuphando, iingcamango ekwabelanwe ngazo neengcebiso ezithe zenziwa kwiiforam ezifana nee *transformation workshops*, iintlanganiso zobunkokheli, kunye neeMbizo zeziko. Ivezwe ngokuphindaphindiweyo ukuba iziko likwazi kancinane ukufezekisa imigaqo-nkqubo yayo emayelene nenguqu. Kwiingxelo zamaqela entsebenziswano eziliqela nesashoni ezabucala, eziquka ingxelo yeworking group yaBasenzi neZiko, eye*Gender and Sexualities* kunye nesashoni zolawulo, nezo ezingemicimbi yabafundi nabaqeshwa, oku kuncipha kubonakiliswe njengokuhambelana nolawulo kunye nezakhiwo zoqoqosho ezingayikhuthaziyo okanye zinikeze uxanduva, iinkqubo ezingasebenziyo zokuthatha izigqibo, ukungacaci kwemigca yoxanduva, ukungavuleleki kutshintsho. Abathathi-nxaxheba kwimbonisano yeqela lentsebenziswano labasebenzi neziko, kwingxoxo yeMicmbi yaBasebenzi nakwii ngxoxo zeplinari zengqungquthela baveze nangakumbi ukuba umgangatho ophantsi woveliso lwezicwangciso, ukufezekiswa kwezicwangciso ezikhoyo kunye nomgaqo-nkqubo kuhambelana nokukungabi namandla kweziko ngokwezakhono eziyimfuno. kungoko iziko licetyiswe ukuba liphuhlise amandla alo okucwangcisa nokufezekisa izicwangciso kumgangatho wolawulo nobunkokheli.

Ngaphandle kwemithombo ebalulwe kwintshayelelo yelicandao, omnye umthombo weengebiso odweliswe kwiTafle 5 yingxelo yeqela lentsebenziswayo laBakhubazekileyo

ITafle 5. Izindululo kwimicimbi yabasebenzi.

Nom	Isindululo	
1.	Kufuneka kuphuhlise ze kuphunyezwe iqhinga eliphuculiweyo lokuloba nokukhetha abasebenzi nelizokuphakamisela inguqu ekhawulezileyo yendlela ekwaxhiwe ngayo abasebenzi	
	a.	Iinkqubo zokuloba nezoketho kufuneka zibonakale zingenamkhethe nakufihlakala futhi kufuneka zenze iyunivesithi ithobele umthetho we <i>Employment Equity</i> .
	b.	Inguqu yokwaxhiwa kwabasebenzi kufuneka iphakanyiswe ngamandla kumaziko, kumacandelo nakwinqanaba leyunivesithi.
	c.	Kufuneka kuphuhlise ze kuphunyeziswe iqhinga elizinikezeleyo ukunyusa abameli babantu abakhubazekileyo kwimisebenzi ephezulu, ze kubekho ingxelo yenkqubela phambili yeli qhinga
2.	Iqhinga elingqingqwa elizokhokhela ekugcinweni kwabasebenzi amaqela athile, ukubalula ezinye izinto elizokuzenza, kufuneka liphuhlise ze liphunyezwe.	
	a.	Kufuneka kujongwe ngophando iindlela zokuqonda ngcono ingeniso-mali eliphezulu labasebenzi bezemfundo kunye nabasebenzi abanezakhono eziphezulu abantshundu, ukuze libenegalelo kuphuhliso leqhinga elingqingqwa lokubagcina. Ulwazi sele lukho, njengolu luqokelelwe yi-2014 <i>Institutional culture staff survey</i> kufuneka luncedise ekwaxheni iqhinga lokubagcina abasebenzi bonke.
	b.	Umgqo-nkqubo wogcino-basebenzi ongqamane nentlawulo kufuneka uphuhlise.
	c.	Ngaphaya konikezelo lwendawo yokuhlala ithutyana, indawo yokuhlala yesigxina, enempahla yendlu engundoqo, engakudanga neYunivesithi kufuneka inikezwe kubasebenzi abatsha, abafumana ixabiso lokuhlala eRhini lisisithintelo.
	d.	Kufuneka bakwazi abasebenzi ukufaka i-odolo yezidlo, ukuquka ibrakfesi nedinala, kwiiholo sokutya zeyunivesithi. Iyunivesithi kufuneka icinge ukukhokhela iindleko zesidlo sasemini zabasebenzi abakudingayo oko.
3.	Iyunivesithi kufuneka ityale kobo bonke abasebenzi bayo, ibabone njengexabiso kunokubabona njengendleko, idale iimeko ezizokwenza abasebenzi baphuhlise Ikamva labo kwiyunivesithi apho kuzobakho inzuzo kuwo wonke ubani. (Jonga u 2c kuTafle 1)	
	a.	Uphando kwimiqobo, imingeni edodobalisa ukuphuhla kwabasebenzi bonke lufuneka lwenziwe.

	b.	Inkqubo engqingqwa yabo bonke abasebenzi abatsha, equka inthayelelo kwimigaqo-nkqubo yeyunivesithi kufuneka iqalwe (jonga u7d kutafle 2.)
	c.	Kufuneka kuphuhlise inkqubo ezokuba noyondelelwano ukuphuhlisa abasebenzi. Umphumela wale nkqubo kukuba kubekho isicwangciso sophuhliso sobugcisa babasebenzi nyaka nonyaka
	d.	Iindlela zempangelo ezicacileyo zabasebenzi abancedisayo kufuneka ziyiliwe, zimiselwe. Oku kumele kwenziwe ngokuthi kwaziswe inkqubo yokuqaphela impumelelo yabasebenzi abancedisayo ngokuthi bonyuselwe njengokuba kusenziwa njalo ukuqwalasela impumelelo yabasebenzi bezemfundo.
	e.	Imali yokuxhasa uphuhliso lwabasebenzi abancedisayo kudingeka ukuba yonyuswe.
	f.	Iprojekthi <i>yemaintenance</i> kumele yenziwe isisekelo sophuhliso sabasebenzi abancedisayo abakumanqanaba aphantsi engqesho.
	g.	Kufuneka kunikezelwe ngoluhlu olubanzi lwezifundo ezifutshane azifikelekayo kubasebenzi abancedisayo.
	h.	Imigaqo yokonyuselwa kudingeka ukuba ibenoquko futhi inikeze iindlela ezingezinye ezicacileyo zokonyuselwa kwizikhundla eziphezulu kubasebenzi abakhubazekileyo. Le ndlela kufuneka ibenako ukuquka imigaqo ephethelene negalelo elithi lenziwe kwimizamo yeziko yokuzisa inguqu.
	i.	Iindlela zengqesho zemfundo ezintathu; umhlohli, umhlohli/umphandi, kunye no mphandi kufuneka ziqatshelwe ngokulinganayo zivuzwe ngokonyuselwa. Iziko kufuneka likhuthaze abasebenzi bezemfundo ukuba baphuhle ngobugcisa kwindlela yengqesho ehambiselana kakuhle namandla abo endaweni yokuba ichithe izibonelelo ukwenza abasebenzi bezemfundo abahlohli okanye abaphandi ngokwenkcazelo eqhelekileyo yomsebenzi wezemfundo.
	j.	Kufuneka kubekho uxolelo lwawo onke amatyala abaqeshwa.
	k.	Inkqubo yokonyuselwa yabasebenzi bezemfundo kudingeka ukuba iyeke ukuba ngumsebenzi ombi owonqenekayo.
	l.	Kufuneka kwaziswe inkqubo yokucebisa, apho abasebenzi bezemfundo abadala nabasesidla umhlala-phantsi bayakuthi bacebise abasebenzi bezemfundo abatsha, abasekuqaleni kwempilo yabo yempangelo
4.		iYunivesithi kufuneka iqulunqe kwaye ifezekise umgaqo-nkqubo wemivuzo, oyakuthi ekufezekisweni kwawo ubangele iindlela zokuvuzwa ezicacileyo, ezifanelekileyo kwaye nezinobulungisa eezibangela ukuba bonke abasebenzi bafumane umvuzo ofanelekilyo wokuphila ubomi obusemgangathweni ohloniphekileyo.
	a.	Iyunivesithi kudingeka ukuba inikeze ukukhanya ngendlela ebala ngayo umlinganiselo wemivuzo, kufuneka yenze inkcazelo ngophando ulwazi lwayo lwemivuzo. Kule ngcaciso, phakathi kwezinye iinzame zokunika uvakalelo kufuneka kudwelise izizathu zokuba kutheni abaqeshwa bezolawulo <i>Administration staff</i> abanemfundo esesikweni berhola ngaphezulu kwabaqeshwa bezemfundo abaphezulu abathi ixesha elinizi babanemfundo ephezulu kunabo baqeshwa bezolawulo. Lomsebenzi kufuneka ulungise ukungalingani ngokwemivuzo okuthi kubangela ukuba abanye abasebenzi babanemivuzo

		eemikhulu kunabanye abenza imisebenzi efanayo kwaye beqeshwe kwinqanaba elifanayo.
	b	Imivuzo kufuneka yonyuswe ukuze ikwazi ukukhuphisana naleyo enikezwa kwezinye iiyunivesithi khonukuze iyunivesithi ikwazi ukutsala kwaye igcine abaqeshwa.
	c.	IYunivesithi kufuneka inike inkxaso-mali kubafundi nakubaqeshwa abafunda kumanye amaziko apho benza izifundo ezingekhoyo eRhodes.
	d.	Kufuneka kujongwe ikungeniswa kwekqubo yokubhatalwa kwamatyala engekho luqilima
	e.	Kufuneka kuqulunqwe kwaye kufezekiswe umgaqo-nkqubo omtsha we <i>acting allowance</i> efanelekileyo.
5.		Iyunivesithi kufuneka ingenise kwaye ifezekise imigaqo-nkqubo ezakukhuthaza iindlela zolawulo ezifanelekileyo nezikhulisayo.
	a.	Umntu ngamnye okwisihlalo sobu khankatha-lophando <i>supervisor</i> , sokuphatha <i>management</i> okanye ubunkokheli <i>leadership</i> kufuneka aqeqeshelwe iindlela zobunkokheli ezigxile kutshintso nezinenxaxheba. Abo basezikhundleni zolawulo kufuneka befundile, umzekelo, ukuba bangazithatheli phantsi iingcamango ezintsha eziza nabaqeshwa abangaphantsi kwabo.
	b.	Abaphathi ekuxelwa kubo <i>line managers</i> kufuneka bavuzelwe ukukhuthaza nokwenza indela zokuba abaqeshwa kumacandelo abo bafikelele kumathuba emfundo noqeqesho. Iqondo loxanduva oluthatyathwa ngumphathi kunye nefuthe lomsebenzi wakho kufuneka luhlalutywe ngolulodwa kuhlalutyolo olupheleleyo.
	c	Kufuneka kubekho ubumbano phakathi kwabaphathi nabaqeshwa oluzakubangela ukuba kungabikho manyathelo athathwayo kwiinkqubo ezithile ezichongiweyo ezifana notshintsho lwabaqeshwa <i>staff rotation</i> kungakhange kubekho uthetha-thethwano olukhangela izindululo phakathi kwabaphathi nabaqeshwa kumacandelo abo.
	d	Kufuneka kuqulunqwe kuphunyezwe inkqubo yolawulo-lwefuthe elihlisa ukusetyenziswa kweendlea zokuphatha/zolawulo ezifana noku kloka <i>clocking in</i> nokuhamba-hamba <i>walkabouts</i> .
	e	Umsebenzi kufuneka kwabelwane ngawo ngokufanelekileyo ngokuthi kusetyenziswe indlela ekuvunyelenwe kuyo phakathi kwabaphathi nabaqeshwa kumacandelo abo.
	f	Iinkqubo zonxibelelwano ezisebenzayo kwamacandelo naphakathi kwamacandelo kufuneka zimiselwe.
	g.	Kufuneka ibe sisinyanzelo ukuba kubekho imiyalelo yenkqubo zokusebenza <i>Standard Operating Procedure</i> kunye novimba wolwazi ngomsebenzi.
6.		Iikomiti zolawulo lwengqesho kufuneka zibenoquko olubanzi nokwahlukana. Umzekelo, kufuneka kuqinisekiswa ukuba iikomiti ezifana nezochongo, eyokonyuselwa, eyolwaluleko, eyezikhazazo neyokuxhatshazwa zinoquko olubanzi oluquka

		abaqeshwa abakhubazekileyo. Xa kuthatyathwa izigqibo ezingabaqeshwa abakhubazekileyo kufuneka abekhona nokuba mnye umqeshwa okhubazekileyo
7.		iYunivesithi kufuneka yenze indawo yokusebenzela ekhuselekileyo apho abaqeshwa bazakusebenzela kuyo
		Kufuneka kusekwe iindawo ezikhuselekileyo apho bonke abasebenzi banokuthi bathabathe inxaxheba kwiingxoxo ezingemiba yeyunivesithi.
		Iinkqubo ezizokuphucula ukhuseleko lwabo bonke abasebenzi kufuneka ziqulunqwe kwaye zilandelwe.
8.		Izixhobo zokuncedisa kubo bonke abasebenzi abakhubazekileyo kufuneka zinikezwe njengezidingo.
9.		Iimeko zomsebenzi wabasebenzi abakumgangatho wengqesho osezantsi kufuneka ziphuhlisiwe.
	a	Indlela yengqesho engesosigxina kufuneka ipheliswe.
	b	Amaxesha omsebenzi akufunekanga aqale phambi kwentsimbi yesibhozo ekuseni kubaqeshwa abanabantwana.
	c	Kwinyanga zasebusika, iyunivesithi kufuneka ithuthe abasebenzi abahlala elokishini.
10.		IsiXhosa, njengolwimi lonintsi lwabasebenzi abakumgangatho osezantsi kufuneka lwamkelwe njengolwimi lwesibini lwentsebenzo kwiyunivesithi.
	a	Abaphathi kunye nabantu abakwizikhundla zobukhankatha kudingeka ukuba basazi okanye basifunde isiXhosa ngethuba elimiselweyo ukuphucula amandla abo obunkokheli. kufuneka esi ibesisidingo esiqulathwe kwimigaqo-nkqubo yengqesho kunye naleyo yemivuzo.
	b.	Iitoliki kufuneka zisetyeziswe kwiintlanganiso okanye kweminye imixholo efana nale apho abantu banobuchule obukwamanqanaba ohlukileyo kwisingesi nesiXhosa.
	c.	Inkqubo zeHR ezifana nezolwaluleko kunye nodliwano-ndlebe, kufuneka zenziwe ngesiNgesi nangesiXhosa. Oku kuquka uviwo olubhalwayo kwinkqubo yokuqesha (Jonga u13b kunye no c kuTafile 2)
	d.	Yoke imigaqo-nkqubo, ikhontraki, namanye amaxwebhu asemthethweni kufuneka aguqulelwe kwisiXhosa, isiNgesi kunye neAfrikansi (Jonga ku 13c kuTafile 2).
11.		Imigaqo-nkqubo esekelwe kusapho lakwiimpucuko yasentshona kufuneka ihlaziye ukuze isuse ucalu-calulo.
	a.	Inkcazelo ka “dependent” kumgaqo-nkqubo wokuhlisa imali yokuhlawulela imfundo kufuneka itshintshwe iquke abantu abaxhomekekileyo abangaphumi sibekekweni okanye aba- <i>adoptiweyo</i> babasebenzi. Umsebenzi ngamnye onexanduva lomntwana omnye angaxhamla ekuthotyelweni imali yokuhlawulela imfundo. Abasebenzi abakwi ofisi eziphezulu bangahlawula ipesenti ephezulu kwimali yezifundo ziphelele zomntwana kunabasebenzi abamkela kancinci.

	b.	Umgaqo-nkqubo <i>iparental leave</i> kufuneka utshintshwe ukuze udale ukuba abazali bobabini bafumane igunya lekhefu emsebenzini xa befumane umntwana kwilixa apho abazali beqeshwe yiyunivesithi. Abalingani bangafumana bobabini iintsuku abangazohlula ngokwemfuno zabo. Kufuneka kungabikho ngcamango yokuba isibini singazuza lukhulu xa omnye xa omnye efumene ikhefu elide kunomnye.
	c.	Ukubhalwa kwemigaqo-nkqubo yeenzuzo zabazali kufuneka kusekwe kwiinjongo zokutyalela ixesha elide kubasebenzi. Ngokukhutsho ke, umzekelo, umgaqo-nkqubo wokuba umsebenzi wezemfundo omtsha kufuneka ukuba uqeshwe isithuba esigangonyaka phambi kokuba abenegunya lokuxhamla kumgaqo-nkqubo <i>iparental leave</i> ufuneka ukuba ahlaziywe.
	d.	Kufuneka kuphuhlise imodeli ezokwenza ukuba abantu abaxhomekekileyo abangaphumi sibelekweni somsebenzi okanye aba- <i>adoptiweyo</i> okanye abalingani babasebenzi baxhamle kwimedical aid yomqeshwa.
7.		Ukuphuyezizwa kwemigaqo-nkqubo yeHR mayifane, ingaxhomekeki kwintando okanye kwiingcamango yobani abathile.
	a.	Kufuneka kusekwe iinkqubo zokuphendulisa ezizokuqinisekisa ukuhambelana kophunyezo imigaqo-nkqubo. Ezi nkqubo kufuneka zijongane nezinto zocalo-calulo olungafanelekanga kwindlela ekuphuyezwa ngayo imigaqo-nkqubo.
	b.	I-HR kufuneka ihoye izikhalazo ngokommiselo wexesha elibekiweyo okanye ekuvunyelwene ngalo.
8.		Kufuneka kuncitshiswe iyantlukwano ephakathi kwabasebenzi bezemfundo kunye nabancedisi
	a.	Indima yabancedisi ekusebenzini kweyunivesithi kufuneka ichazwe futhi iqondwe ngcono.
	b.	Abancedisi kufeka bangachazwa ngendlela kakubi xa kungqanyaniswa nabasebenzi bezemfundo njengabasebenzi abangasongabemfundo okanye nnjengabasebenzi jwi. (Abancedisi?)
	c.	Amathuba kunye nemiqathando yabancedisi mayiphuculwe ifane neyabasebenzi bezemfundo. Kuyokubalula, umzekelo, ukuba abancedisi bangafunda.
	d.	Iindawo ezikhusekileyo mazenziwe apho kozokwabelwana ngolwazi olungomsebenzi owenziwa ngabasebenzi bonke negalelo lawo kwiProjekti yemfundo
9.		Njengokuba wonke umsebenzi exhamla kumsebenzi owenzwa ziyuniyoni, kufuneka kufakwe ngokusegunyeni iinkqubo ezizokuncedisa ukufaka igalelo lemali lomsebenzi ngamnye.
10.		Iyunivesithi kufuneka ikhulise amandla ayo okuphumeza izicwangciso nemigaqo-nkqubo yayo kumanqanaba olawulo nobunokheli. Ngaphezu koko, iyunivesithi kufuneka ijonge ubunzulu bokungaphumezisi imigaqo-nkqubo kunye nezicwangciso zayo, kuba kuthiwa oku kwenziwa yintswelo-bungcali kubasebenzi kulamanqanaba nakwamanye.
11.		Kufuneka kubekho umlinganiselo okanye uhlolo elizokujonga ukusebenza komntu. Kungankwazeka ukubonwa ukuba ubani uphumelele kusini naokanye akaphumelelanga ekwenzeni umsebenzi wakhe. Kufuneka kubekho umgaqo ozokusetyenziswa ozokuchaza impumelelo okanye ukungaphumeleli komsebenzi ayenze kwiiprojekti ezithile futhi ubani kufuneka aphenandle

2.6.2.6. Ulawulo

Zilushumi izindululo ezikumgangatho ophezulu ezenziwe kwinkqubo yengqungquthela ezinokuthi zicalucalulwe njegeengcebiso eziyongene nolawulo. Ezi ziquka izindululo ezingokusebenza kwezakhiwo zolawulo, iintlobo ezinyitsha zezakhiwo/ iingqokelela, imbonakalo, ubume ngokwemimbutho, ulawulo lwabafundi kunye nezicwangciso zeyunivesithi¹². Izindululo ekuyokuthi kunikezwe imvelaphi yazo zezo ziphethelene nokusebenza kwezakhiwo zolawulo, imbonakalo, kunye nolawulo lwabafundi.

Ngokubhekiselene nenani leekomiti ezikhoyo kwiyunivesithi xa lithlekiswa neziphumo ezifumanekayo kumsebenzi owenziwa zezikomiti, umthathi-nxaxheba ukhumbuze ingqungquthela ukuba elinye leziqhulo enikezwe yona iyunivesithi ngabasebenzi nabafundi abanamathandabuzo yi “yunivesithi yeekomiti”. Owona mbuzo uphakanyisiweyo kwi plinari yengqungquthela nakwiingxoxo kwisashoni yezolawulo ezophuliweyo, omayelana nezakhiwo zolawulo zeyunivesithi ibingowokuqonda ukuba ngaba izisekelo zolawulo zeyunivesithi zinawo kusini na amandla okumelana nenjongo? Kubuziwe ngeendlela ezahlukeneyo ukuba ngaba mngakanani umgama ohanjwa yindlela elawulwa ngayo iyunivesithi ekunikezeni amandla okuba iphumelelise iinjongo ezimiseliweyo. Kuzo zombini ezingxoxo kubonakaliswe ukuba izakhiwo zolawulo kuqakaka iikomiti, zifumaneka zinomcothe, zingasebenzi kwaye ziyinkcitha yobutyebi kuquka ubutyebi ngokwengqesho. Izakhiwo zolawulo zikwafunyaniswa zingawanikezi ngokunqwenelekayo amandla okufikelela kuthatho-zigqibo oluvulekileyo/cacileyo kunye neziphumo zophunyekezo, phakathi kweminye imiphumela yokucotha kweyunivesithi ekutshintsheni nasekuphenduleni kutshintsho olukwimimandla engaphakathi nangaphandle kweyunivesithi.

Ezi ngqwalasela zigemiba yengcaciso, imveliso nokucotha kotshintsho ziveziwe ngabathathi-nxaxheba kwiingxoxo ezingabasenzi neYunivesithi *Labour and the Institution* kumalungiselelo engqungquthela. Ngokuphethelene ngqo notshintsho, kwingxelo efakiweyo ye *Working Group* yabasenzi neYunivesithi kubhalwe kwathiwa;

Amalungu amanintsi akhombise imbonakalo yokuliwa kotshintsho lulawulo lwaseRhodes. Kubonakala kukho imo egqubayo yokuchithwa ngaphambi kwexesha kweembono ezintsha endaweni yokuba kubekho ukuzibandakanya okukhulu ngeendlela zokutshabalalisa imiceli-mngeni ebonakalayo. Ingxenye yoku yenziwa ngabantu abajolise ekugxekeni endaweni yokugxeka ngokwakhayo, enye ingxenye isukela ekuqondeni ukuba iimbono ezintsha kuzakufuneka zixoxiwe kwikomiti eziliqela (enye nganye inokukwazi ukudodobalisa umbono omtshsa) (Ingxelo ye *Working Group* yabasenzi neYunivesithi, 2017 p. 12)

Esisicatshulwa sinikezwe ngokupheleleyo apha hayi ngoba sibhekiselene nokuba nobugwengxa kolwakhiwo lweekomiti, okuzakubuyelwa kulo kumhlathi olandelayo, kodwa ikwachaza nangendlela, njengokubona kwamalungu eyunivesithi ekudliwane udlebe nawo kwiingxoxo ezinge *Labour and the Institution*, inkqubo yeekomiti eyenza umsebenzi wokulwa utshintsho ngayo. Kungenxa yemiphumela yezingxoxo ukuba kwenziwe izindululo 1a ukuya 1g kwitafle engezantsi.

Okufuneka kuqatsheliwe apha kukuba esinye sezigqibo ezithatyathiweyo kuhlalutyo lweziphumo zesaveyi yealumni kukuba nanjengo unintsi lwabaphenduli besaveyi bebonakalise ukukholelwa ukuba iyunivesithi iqhuba kakuhle ekufikeleleni kumbono nomsebenzi wayo, iyunivesithi iphantsi kolawulo oluhle. Okunokucatshulwa kwesisigqibo kukuba unintsi lwabaphenduli besaveyi aluhambiselani noluvo oluvezwe yingqungquthela kwingxelo yabasebenzi neyunivesithi oluthi kudingeka utshintso olukhulu kwiinkqubo zolawulo ezikhoyo.

Kwiqela ebelixoxa Imiba Yabasebenzi kuphakanyiswe inqaku lokuba nangona amalungu abasebenzi enembonakalo kwizakhiwo zolawulo ezifana neekomiti kunye nezinye iiforam zolawulo, amazwi abanye abasenzi ayantwiliiselwa ngamazwi abantu abasezikhundleni ezinamandla apha kwi yunivesithi kunababaqeshwa. Okukubonakala kokwahluka kwamandla kwiikomiti nakwiintlanganiso zeeforam kuthetha ukuba ubukho babasebenzi abakwizikhundla ezisezantsi kunye nabammeli babasenzi kwezikomiti neeforam, akuthi kujike kona kubeluquko kulawulo lweyunivesithi. Umbuzo obuzwe leliqela ngothi: Singenza njani ukutshintsha izakhiwo zolawulo ukuze amazwi abasebenzi avakale ngakumbi abenefuthe nokubaluleka? Lombuzo uziswe njengengcebiso 5f etafileni. Ezinye izindululo ezimayelana nemiqobo ekuthabatheni-inxaxheba ngokusebenzayo kwabammeli babasebenzi kwizakhiwo zolawulo, ezalathiweyo kwingxelo ye Working Group yaBasebenzi neyunivesithi zidweliswe ku5b ngezantsi.

Ngokumiselene nobunkokheli babafundi nolawulo, iingxoxo kwisashoni yeMiba yaBafundi nakwi plinari yengqungquthela iphakamise imibuzo engeqondo lokusebenza kwe SRC, amandla ayo okukwazi ukunxulumelana nokumela bonke abafundi nokuntsokotha ngokwembonakala kobume bayo ezibonakalisa njengesiqu esimele abafundi kubunkokheli beyunivesithi kananjalo ibe imele ubunkokheli beyunivesithi kubafundi.

Kwingxoxo ye plinari yeliqela kucetyiswe ukuba kubanjwe ingqungquthela yokubonisana nokuhlalutya iSRC apho kuya kuthi kuxoxwe ngalemiba neminye engundoqo emayelana nobunkokheli babafundi kunye no lawulo

Phakhathi kulengxoxo kuveziwe ukuba ngokukhulayo, ngenxa yokongezelaka kwamaxanduva amatsha inkokheli zabafundi ezimelana nawo kwelishesha le*Rhodes Must Fall*, liyehla inani labafundi abafuna ukumela ukhetho okanye uchongokwizikhundla zobunkokheli lwabafundi. Oku kuthethe ukuthi inxalenye yezikhundla zeSRC azinabani ixesha elide nelibalulekileyo lonyaka ka 2017 kwaye isixa esikhulu sezihlalo zePalamente yaBafundi asinamntu. Oku ke, kuye kwagqitywa ukuba kukhombisa isidingo sobandakanyeko olukhulu nolude lweBhodi yoKhetho Ezimeleyo oluyakuthi luquke ukuziswa kolwazi kuze njengoko kulindelekile kubangele ukongezeleka kwabafundi abathabatha izikhundla zobunkokheli ngokukhululekileyo ngelishesha lembali kwicandelo lezeMfundo ePhakamileyo. Izindululo ezingundoqo ezivelileyo kwezingxoxo zidweliswe njenge ngebiso 9.

Kwizindululo eziqukathwe kwi Tafile 6 kukho ezicatshulwe kwiingxelo zeWorking Group eyoku-Khubazeka no Luntu kunye neye-Sini neze Sondo ukongeza kwimithombo ebaluliweyo kwesisahluko.

Tafle 6. Izindululo kwezolawulo

No m	Isindululo	
1.	Makusekwe iqela lentsebenziswano <i>task team</i> elizokujonga amanqanaba okusebenza kwezakhiwo ezikhoyo zolawulo ngokuhambelana nokwenza iyunivesithi ifezekise ngempumelelo iinjongo ezibekileyo zokwenza inguqu nogcino.	
	a.	Kufuneka kujongwe ukuba ingaba amalungu eyunivesithi okanye amalungu athatha inxaxheba kwizakhiwo ezikhoyo bayaziqonda ngokucacileyo kusini na iinjongo zezakhiwo zolawulo.
	b.	Kufuneka kujongwe ubunzulu bophinda-phindwano beengxoxo kunye nobulungu phakathi kweekomiti kunye nempembhelelo yolu phinda-phindwano kwiizigqibo ezithathwa yiyunivesithi kunye namandla okuphumeza izicwangciso
	c.	Ubunzulu bokwenziwa kwezigqibo ziikomiti kudala amalungu akwazi ukuphendula, lonto kufuneka iphandwe kunye nokuphunyezwa kwezo zigqibo.
	d.	Impembhelelo kwizakhiwo zolawulo izinga lokuqhela kweyunivesithi isimo esitshintshayo kufuneka kujongwe. Oku kuquka ukuqonda ukuphanda umtsi kunye nobunzulu bokuphunyezekiswa iingcamango ezitsha ezibangela ubuciko notshintsho
	e.	Impembhelelo yokwakhiwa kweekomiti kunye namaqonga engxoxo olawulo kwindlela ebangela utshintsho kwiyunivesithi ifuna ukuphandwa.
	f.	Ubunzulu benani labasebenzi nabafundi beyunivesithi elwalamana nenani leekomiti lunempembhelelo embhi ekusebenzeni, oko kufuneka kuphandwe
	g.	Ezinye imodeli zezakhiwo zolawulo kwezinye iinkcubeko zezinye iyunivesithi kufuneka ziphononongwe ukuze kujongwe ukuba iyunivesithi ingenza njani imodeli yolawulo ehambelana nenani layo kunye nenkcubeko yayo kunye nemodeli ezokubangela kuba iyunivesithi iphumeze iinjongo zayo.
2.	Imithetho yeyunivesithi kufuneka ihlaziywe itshintshwe ukuze izakhiwo ezifana ne <i>Institutional Forum</i> zikwazi ukusebenza	
3.	I- <i>Institutional Forum</i> kufuneka ikhokhele iingxoxo zenguqu zeyunivesithi.	
4.	Ukunyusa ukungafihli kunye nokuphendula, lonke ilungu leyunivesithi kufuneka libenolwazi lokuba iyunivesithi ilawulwa njani.	
	a	Ulwazi olucacisa iinjongo, ukuba lusebenza kanjani uthungelwano phakathi kwezakhiwo zolawulo nokuphatha makubelwane ngalo nawo wonke umsebenzi nomfundi lufumaneke kwiwebhu yeyunivesithi nangaphandle. Olu lwazi kufuneka luquke iiMephu zokuphendula ezizibeka lubala iinkqubo zokuthathwa kwezigqibo, amaxesha ophunyezo kwezigqibo, kunye nabantu ekuxelwa kubo.
	b.	Abasebenzi kunye nabafundi kufuneka bakhanyiselwe imigaqo engundoqo u <i>King IV</i> kunye namalungu eyunivesithi athatha inxaxheba kwizakhiwo zolawulo ibe nazo inkokheli zeyunivesithi kilubonisa ulwazi lwemigaqo u <i>King IV</i> olawulo.

5.	Kufuneka kuqinisekiswa ukuba intlobo ngentlobo zabantu abamele abantu abohlukileyo bayaqakwa kwiinkqubonakwiikomiti zokwenza izigqibo.	
	a.	Kufuneka kubekho iingxoxo zokuba abantu abathetha izinto ezohlukileyo abamele abantu abohlukileyo bangafakwa njani kwizakhiwo zolawulo ukunysa izinga lokungabi namkhete kulawulo.
	b.	Maziyekwe iindlela ezikhupha amaqela amele abanye abantu kwiikomiti ezitatha izigqibo. Oku kuquka ukubiza iintanganiso kumzuzu wokugqibela, ukubamba iintlanganiso ezininzi, nto ethetha ukuba abameli babasebenzi bachitha ixesha elininzi kwiintlanganiso, inani elincinci xa kuthelekiswa namanye amaqela kumaqonga engxoxo nakwiikomiti, ukusetyenziswa kolwimi olunye elikhupha uninzi lwamalungu Enehawu ukuba athetha inxaxheba kwiintlanganiso.
	c.	Iyunivesithi kufuneka iqinisekise ukuba iiyuniyoni zinaandla futhi ziyasebenza ukuze kwenze abasebenzi bathathe inxaxheba kwiizakhiwo zolawulo.
	d.	Abameli babasebenzi nabafundi abakhubazekileyo mabafakwe kwizakhiwo zolawulo ukuquka iibhodi zefkhalthi nesiGqeba Solawulo Nangona amalungu ekomiti yabakhubazekileyo bekwangama lungu esiGqeba solawulo abekho kwesogigqeba nje ngabameli babakhubazekileyo.
	e.	Ngaphezulu kumanyathelo athethiweyo okufaka abahlohli abaselula, ukufakwa kwabahlohli nge nkqubo iN-gap kwiSigqeba Solawulo kufuneka ikhe ijongwe.
	f.	Kufuneka kusutywe isithethe ezokuqinisekisa ukuba iindawo okanye abantu abanamandla abavali mlomo wabantu okanye abameli babantu abanganamandla.
	g.	Kufuneka kubekho amalungu amakhulu eyunivesithi athabatha inxaxhebo kuzo zonke iikomiti zeSigqeba solawulo neKhansile.
6.	Kufuneka kudalwe iintlobo ezintsha zezakhiwo zokuququzela ezizokulungiselela iyunivesithi ikhawulelane neningeni emitsha.	
	a.	iQonga lengxoxo lamalungu angezelelweyo, equka abameli babathathi nxaxhexhaba beyunivesithi kufuneka lenziwe isakhiwo esisesikweni seyunivesithi kumiselwe iintlanganiso kumaxesha athile rhoqo.
	b.	Makwakiwe iQonga lengxoxo labazali babafundi elizokubangela bashukuxwe imiba bancedise kwizinto ezimayelana neyunivesithi.
	c.	Iyunivesithi mayingenise amaqonga olawulo-basebenzi azekelise kwimodeli esetyenziswa yimibutho eJamani.
	d.	Iyunivesithi kufuneka ijonge, ngokukwenza, ezakhiwo ezitsha apho intando yesininzi isisiqhelo, nto leyo ezokudala uthatho zigqibo olungcono, ukuphendula kunye nokuthambha (Jonga u1g)
7.	Kukho isidingo zokuba onke amalungu eyunivesithi aphuhlise isimo sokukhawuleza, sobunini, ukuphendula, ukuphenduleka, ukubanexanduva, neyunivisith ibenexanduva kumsebenzi. Kunalento yamalungu eyunivesithi esebenzi ngengcamango yokuba	

	iyunivesithi ayisoyinxalenye yobomi babo, kufuneka basebenze kumiselo yokuba bayinxalenye yeyunivesithi.	
	a.	Kufuneka kugxinisiswe ukuqonda ukuba onke amalungu eyunivesithi asebenzela kwinjongo enye emanyanayo phantsi kokudala intlalo-ntle kumalungu eyunivesithi kunye nenkokheli zayo.
	b.	Ubumi bobusebenzi bezemfundo kufuneka bunyuselwe buboniswe ngezenzo.
8.	Uqhanqalazo kufueka lugunyaziswe. Ukungavumelani nokugatywa kwezigqibo ezithathwe kwiintlanganiso mazichishelelwe kwimizuzu., umzekelo, isizathu esibangelo ukugatya masicishelelwe. Abantu abaye kwiintlanganiso mabakhunjuzwe ngesisenzo xa iqala neyiphi na intlanganiso. Esi senzo kufuneka sitsoliswe kwimithetho weyunivesithi (Jonga u8d kuTafle 4).	
9.	Makuqinise imikhala kukhokelo lwabafundi kunye nomelo lwabo.	
	a.	ISRC kufuneka ibambhe ingqungquthela yokuphanda ngokunyanisekileyo, yabelane nabafundi ngendima eyidlalileyo kuRhodes Must Fall, ulwalamano lwayo nabafundi abaphuma kwiindawo-ngendawo, ulwalamano lwayo neeNkokheli zeYunivesithi, iindlela ezisebenzisayo, kunye nomgaqo-siseko wayo.
	b.	ISRC kufuneka ifumane indlela ezidibanisa umntu wonke, iqhagamishelane ze yenze ingxelo kubafundi ngezinto ezenzayo kunye kunye nenxalenye yayo kwiikomiti nakwizakhiwo zolawulo. ISRC kufuneka yazise abafundi ngezinto kunye neenguqu ezenzekayo eyunivesithi, apho kuzokusetyenziswa amaqonga ahlukileyo ukuqhagmishelana nesinzi sabafundi.
	c.	ISRC kufuneka ingazimanyanisi nemibutho yezopolitiko kaZwelonke futhi kufuneka isebenzise isimo sabafundi ufumana ubuni bayo
	d.	Makungeniswe iinkqubo ezizokuqinisekisa ukuba abameli befakhalathi nabafundi bayazihamba iintlanganiso zezifundo.
	e.	Ibhodi Ezimeleyo Yovoto kufuneka ingene nzulu kwimicimbi yolawulo lwabafundi futhi kufuneka lifumane amaqhinga okukhuthaza abafundi ukuba bazibandakanye kwizakhiwo zolawulo.
	f.	Inkqubo yokuqeqesha enikezwa iinkokheli abafundi kufuneka yakhiwe ngokutsha, oku kubhekiselwe kuphando kubafundi.
	g.	Iinkokheli zabafundi ezifuna uncedo kufuneka ziincedwe ekukhuleni kwabo mentored . Iinkokheli ezikwizihlalo ezithile zingadinga ukukhuliswa kunezinye
	h.	Inkqubo ezikudala indlela ezahlukelelo zokuviwa kwelizwi labafundi kwizakhiwo zolawulo kufuneka ziphuhlise. Enye yendlela yokuqokelela ulwazi ngeengxaki zabafundi, izindululo, kunye neengcebiso ngemicimbi yeyunivesithi jikelele kufuneka izizwe ngamasebe zichazwe kwiFakhalathi nakwizakhiwo ezingaphaya kwefakhalathi.
10.	Kufuneka kuphuhlise isicwangciso esichaza ngokucacileyo ukuba kuphendulwa phi, esizokuphemelela inguqu kwiyuunivesithi, ezokuqinisekisa ulondolozo olukhuthazwa yimeko yekhaya neyakuZwe-lonke, ekwadwelisa umbono weyunivesithi kunye nenjongo zayo ezikwajongene namlungu eyunivesithi, kufuneka ibe namaxesha amiselweyo okuthatha izigqibo kunye nokuphunyezwa kwazo	

	ngokucacileyo.
11.	Kufuneka kubekho rhoqo ngonyaka intlanganiso yawo wonke umNtu oyinxalenye yeyunivesithi apho iinkokheli zizokuthacazisa iinjongo ezicwangcisiweyo ekuvunyelweneyo ngazo

2.6.2.7. Iizakhiwo

Izindululo ezilishumi eziphezulu ngezakhiwo ziquka izindululo zokulungisa iizakhiwo, ukusetyenziswa, ukunikezwa noyilo lwazo, kunye nendawo ezizokunyusa izinga lendibano yabantu, ukhuseleko nokukhuthaza indibano kunye nolondolozo, njengengcamango kunye nesenzo.

Kule ntshayelelo, imvelaphi yengcebiso zonikezo kunye noyilo kwezakhiwo zokunyusa izinga lendibano yabantu izokudandalaziswa. Kuzokuphefumlwa ngokufutshane kwingcebiso yokuthabatha ingcamango yokulondolozisa indalo

Kwisingeniso seqela lentsebenziswano *iGender and Sexualities* kuchazwe ukuba kubekho iingxoxo enkulu kuqhagamishelwano nabathathi nxaxheba beyunivesithi kumbuzo wokuba kubekho iizindlu zokuhlala wonke umntu, nokuba ubhinqile okanye akabhinqanga. Oyena mgcipheko ubuphambili. ngokwenza oku, kukuba amalungu azobe ehlala kwezi zindlu azokuquka abo bangakhethi sini sobudoda okanye sobufazi nolwankelo loko, bangaqolotywa bahlaselwe ngamalungu eyunivesithi abangayivumiyo le ntlalo, kwaye ungezelelo lwabo bangakhethi sini sithile lungenza uhlaselo kunye nohlukumezo kubo. (Njengokuba kuchaziwe kwingxelo, lo mkhuba waboniswa ngabasebenzi ababini bezemfundo abaphendula kwiSaveyi eyaqhutywa leli qela lentsebenziswano). Kwiingxoxo ezazikho phambi kokuba kuqhutywe iSaveyi, ungcipheko wokuhlaselwa uthlekiswe nowokuhlukunyezwa kunye nowobundlobongela obuviwa ngabo bangakhethi sini, kwagqitywa ukuba umgeni wobundlobongela wexesha elizayo lutsho ezantsi kunolowo uviwa namhla. Esi sigqibo, ngawamaphandle, salatha ukuba olu lwazi lokuba kukho umgcipheko wokuhlaselwa kweendawo zokuhlala zabantu bezini ezininzi kwiyunivesithi enokwenza iindlela zokunqanda oko, kungekasonjululwa le ngxaki kwizindlu zokuhlala zesini esinye, esi sesona sisombhululo silungele wonke umfundi. Abafundi abazipesenti ezilishumi elinesibhozo abathathe inxaxheba kolu phando babonise ukuba bayaluxhasa ungeniso lwezindlu zezini ezininzi.

Izindululo ezenziwe liqela lentsebenziswano *iDisability* zixela ngomsebenzi ekufuneka enziwe ukuze kukwazi iizakhiwo zeyunivesithi zivuleke kubantu abakhubazekileyo phantsi kweengcebiso u3a ukuyotsho ku 3e. Amagama elizwe jikelele kunye noyilo oludibanisayo asetyenzisiwe apha ukuquka impucuko eyenziweyo kwizakhiwo, njengokuba kuchaziwe kwizindululo, kuchazwe ukuba ayadingeka. La magama asetyenziselwa ukwenza indlela, njengokuba kucetyisiwe, edinga ukuthatyathwa ekwenzeni lo msebenzi. Kule ngxelo kubaluliwe ukuba ezinye zeengcamango Zelizwe-Jikelele Noyilo Oluqakayo ukuba uyilo lwesakhiwo oludibanisayo kufuneka lenziwe ngobambhiswano kunye noqhagamishelwano nabantu abakhubazekileyo. Abathathi-nxaxheba bophando lwabakhubazekileyo olwenziwe liqela lobambhiswano *iDisability*, babonisa ukuba nangona amalinge enziwe ukwenza iizakhiwo zeyunivesithi ezamkelekayo kunezi zangaphambili, lukhona ungaphumeleli koyilo olufana

nokungabikho kwesithuba esoneleyo sesitulo esihambha ngamavili sokujikela kwiilifts nakumagumbhi angasese abantu abakhubazekileyo. Izindululo u3a kunye no b zithetha ngengcamango eshwankathelwa ngokuba “akukhonto ingathi ngaphandle kwethu”.

Nangona izindululo zezenzo zokulondoloza indalo zibalulwe kweli candelo, bezingabalulwa lula ngaphantsi kweengcebiso ezimayela nengeniso nenkcitho yeyunivesithi. Esona siphakamiso senziweyo kwingqungquthela kukuba izenzo eziphakamisa ulondolozo lwendalo, iyunivesithi iyokubuyela kwinkcitho ezokubaneziqhamo kwixesha elizayo, ihlise inkcitho yayo koondoqo ofana namanzi, umbane, iphepha kunye nokutya ngokubalwe ngokolinganiselo wengeniso.

Ezinye izindululo ezidweliswe kuTafale 7 zingeniswe ngabathathi-nxaxheba kwiingxoxo zeplinari, kumaqela eZakhiwo neMicimbi yabaFundi, ngamaKrestu eluNtwini lwaseRhodes, amaqela entsebenziswano Iilwimi kunye neqela Indawo zokuhlala neezokufunda.

Tafale 7. Izindululo kwizakhiwo

No m	Isindululo
1.	Iyunivesithi kufuneka ityale kugcino lwezakhiwo zayo. Ugcino oluhleliweyo elithintelayo lizakwenza iyunivesithi ikwazi ukugcina iindleko zogcino zisezantsi kunendleko ebiyokuthi ibenazo ukuba zithe zayekwa zamandundu izakhiwo
2.	ukusetyenziswa kweendawo ezikhoyo kufuneka kwenziwe kulungele ukukhuthaza uphuhliso lolwamano lokuncedisana, kophulwe ushiya-shiyano, khonukuze kubekhona uphuhliso/ugcino lwentlala-kahle ngokomoya nangengqondo.
	a. Iinkonzo ezifumaneka kwiholo lokutyela abafundi abahlala ngaphandle kumaziko eyunivesithi <i>Oppidans</i> kufuneka zazisiwe zenziwe lula ukufikeleleka. Le ndawo kufuneka iguqulwe yenziwe leyo abahlohli, abafundi, abasebenzi bezemfundo, nabasebenzi abancedisayo babenokudibana ngokungekho sikweni.
	b. Amasebe namacandelo kufuneka alungise indawo zawo ukukhuthaza intsebenziswano nohlanga-hlangano phakathi kwabasenzi abahluka-hlukeneyo ngobume bokuhlala.
	c. Kufuneka kubekhona igumbi elizakukwazi ukuthi liqeshiselwe iinjongo zokuqhuba inkolo kuwo onke amaholo okuhlala. Oku kuzakubanegalelo ekwenzeni abafundi beenkolo ezahlukeyo bazive bamkelekile ekugcineni intlala-kahle yabo.
	d. Imibutho yamaKrestu kufuneka ikwazi ukuqesha igumbi lenkonzo i <i>Chapel of St Mary and All the Angels</i> ngaphandle kokubhatala iindleko. Oku kuzakuvula isithuba sokuba amaqembu obuKrestu akwazi ukukhoza unyaka wonke ukuya kuthi ga kwixesha leemviwo xa iindawo ezithi zisetyenziselwe ukukhonza maxa wambi zithi zingafumaneki.
3.	Izakhiwo namaziko eyunivesithi kufuneka zifikeleleke kubo bonke abafundi nabasebenzi, abasebenzi ngokunjalo kufuneka baqinisekise ukufikeleleka kwabafundi nabaqeshwa kwikharithulam na kumsebenzi ngokulandelana, nakweminye iminikelo yeyunivesithi (Jonga ku 18 kwi Tafale 3)
	a. Iinkqubo zokuYila eziGabalala eziBandakanya konke kufuneka zijongwe ekuphuhliseni amabala ekhampasi, kuquka ukulungiswa kweendlela neendlela ukuqinisekisa ukwenza lamabala afikeleleke akhuseleke kubafundi nabasebenzi kunye namalungu eyunivesithi akhubazekileyo

	b.	Iinkqubo zokuYila eziGabalala eziBandakanya konke kufuneka zisetyenziswe ukuphucula ezikhoyo, nokuyila ngabutsha iindawo zokuhlala, zokufundela, nezokusebenzela ezizakulungela ukufunda nokusebenza ngcono kwamalungu eyunivesithi akhubazekileyo. Ukutsho oko, umzekelo, amagumbi okufundela kufuneka afakwe ii- <i>induction loops</i> ukuphucula ukuthatha-inxaxheba kwabafundi abaneengxaki zokuva kufakelwe nezikhanyisi ezingaphazamisaniyo nabafundi nabasenziabaneengxaki zamehlo kunye ne albinism
	c.	Imephu yeyunivesithi ebonakalisa iindlela ezifikelelekayo, kunye neendawo zokungena kwiizakhiwo nakwamanye amaziko afikelelekayo afana nezindlu zangasese, kufuneka yenziwe ibenokufumaneka iprintiwe, kwi internet nangezinye iindlela ezizakubangela ukufundeka kweebhodi ezikwindawo ezingundoqo phakathi ekhampasini. Le mephu ingenziwa ngokusebenzisana neSebe le <i>Geography</i> .
	d.	Iiprojekti zogcino kufuneka zisetyenziswe njengamathuba okuphucula nokwenza izakhiwo ezindala zifikeleleke kwaye zikhuseleke kuye wonke ubani ngokuphuculwa nokubuyiswa kwezixhobo nobuxhakaxhaka obudingekayo.
	e.	iindawo zokupaka iimoto zabantu abakhubazekileyo kufuneka zisondelelane nezakhiwo.
4.		Kufuneka kwenziwe iindawo ezibonakalayo ezizakuphucula uquko lwabantu abanga hambiselani nobubini besini kunye nokwamkeleka kwabantu ababaluleka kwisini umfazi okanye indoda
	a.	Izindlu zangasese ezingakhethi sini kufuneka zibekhona kuzozonke iindawo eziquqwa ngabasebenzi kunye nabafundi ezifana nethala leencwadi, amaSebe kunye neendawo zokufundela.
	b.	Ezindawo zokuhlala zimbini zakhiwayo kufuneka zibe zezingakhethiyo ngokwesini kwaye zibizwe ngamagama abaquzeleli aba <i>Queer</i>
5.		Iyunivesithi kudingeka ukuba yenze iindawo zokuhlala zabafundi abanosapho.
6.		Endaweni yokuba iyunivesithi ikhule qelele kunoLuntu, iindawo zokuhlala zabafundi kuyafuneka zakhiwe nasedolophini kunye nase lokishini
7.		Imibhalo/amaphawu kufuneka eyiliwe ukuphucula uquko nokufikeleleka kwiKhampasi.
	a.	Imibhalo engelwimi-ngelwimi kufuneka ibesisiqhelo apho isiXhosa, isiNgesi kunye neAfrikaans zisetyenziswa kuwo onke amaphawu (Jonga naku 13a kwiTafile 2).
	b.	Kufuneka kufakwa imibhalo ezakunceda abantu abakhubazekileyo bakwazi ukuhamba ngendlela eyiyo ukufikelela kwiinkonzo.
8.		Iindlela zothutho ezifikelelayo nezikhuselekileyo ezizakwenza abafundi baxhamle ngcono kwiminikelo yeyunivesithi, kufuneka yenziwe zifumaneke kubafundi.
	a.	Kufuneka kwakhiwe ubuhlobo nosomashishini baseRhini obuzokuzisa inkqubo yothutho efikelelekayo ngokwemali ezakuqhubauthutho olukhusekileyo lwabafundi ekhampasini nakwidolophu ngokubanzi (Jonga naku 5g kwi Tafile 4).

	b.	iYunivesithi kufuneka isebenzisane noMasipala waseMakana kunye nemibutho yezemidlalo yedolophu ukukhuthaza ukusetyenziswa kwee bhaysekile njengendlela yothutho. Iindlela zokuhamba iibhaysekila kuyokudingeka ukuba zakhiwe.
9.	Kufuneka kubonisenwe ngeendlela zokonyusa ukhuseleko ekhampasini.	
	a.	Kudingeka ukuba konyuswe inani leekhompyutha ezisebenzisekayo kwiindawo zokuhlala ukuze abafundi kunganyanzeleki ukuba bahambe ngeenyawo ukuya kumagumbi eekhompyutha ngobusuku.
	b.	Imithi kufuneka <i>icuthwe</i> , nendawo ezimnyama zifakwe umbane ukonyusa imbonakalo ekhampasani ebusuku.
	c.	Iindawo zokuphuma ngongxamiseki ezineeramp kufuneka zifakiwe kuzozonke iindawo zokuhlala.
10.	Iyunivesithi kufuneka iphuhlise ubuni bayo njenge yunivesithi elukhathaleleyo ushishino kunye nolondolozo ngokuthi ithabathele kuyo inkqubo zemihla-ngemihla ezikhuthaza ulondolozo lwendalo oluyakuthi ekugqibeleni luhlise incitho yokusebenza.	
	a.	Iyunivesithi kufuneka ityale kubugcisa obuyakuthi bubangele ukusetyenziswa kovimba wendalo ngeendlela enolondolozo. Ububugcisa bungaquka ukusetyenziswa kwamandla elanga, ukuvunwa kwamanzi emvula, ukusetyenziswa kwakhona kwamanzi angwevu njl. njl.
	b.	Amandla eyunivesithi kufuneka esetyenzisiwe intsebenziswano phakathi kwamasebe abandakanyekayo necandelo lamaziko apho iinkqubo ezizakukhuthaza ukongiwa kwezibonelelo zizakuyilwa zifezekiswe.
	c.	Iinkqubo ezizakukhuthaza abantu, amasebe kunye namacandelo ukuba amkele iindlela zemihla-ngemihla zolondolozo eziquka ukongiwa kwamanzi, ukongiwa kombane nokucutha ukusetyenziswa kwamaphepha. Alungu eyunivesithi kufuneka afundiswe ngokulondolozisa indalo. Imiqathango yokusetyenziswa kwamaziko kufuneka ivavanywe, yabiwe kwaye ihambelane neemkqubo ezimisiweyo
	d.	Iyunivesithi kufuneka ikhulise ngokwayo ukutya.

2.6.2.8. Uphatho-mali

Izindululo eziphethelene nengeniso kunye nophatho-mali zicalulwe ngaphantsi kweengcebiso ezilishumi elinambini ezikumgangatho ophezulu. Ezi ziquka izindululo ezinge nkxaso karhulumente, ingeniso yesithathu *third stream income*, umgaqo wenkqubo weyunivesithi *institution's operating model*, amaqhinga entengiso, izicwangciso no lwabiwo-mali, ukumiselwa kolawulomelo lwenkqubo yoqingqo- no lwabiwo-mali kunye notshintsho. Kule ntshayelelo, iimeko zeengcebiso kwizicwangciso kunye nolwabiwo-mali no tshintsho zizakunikezwa.

Ukuthi iyunivesithi kufuneka iphuhlise isicwangciso sobuchule, yingcebiso evezwe kwiplinari nakuzo zone iingxoxo zesashoni (*Governance, Institutional Identity, Financial Management and Staff Matters*). Kwingxelo yeqela lentsebenziswano loqingqo-mali, icebiso elinekeziweyo lelimayelana nolamalwano phakathi kwe sicwangciso sobuchule kunye neenkqubo zoqingqo-mali kunye nolwabiwo-mali. Isicwangciso sobuchule seyunivesithi, apho imibono, iinkqobo, kunye neenjongo zeyunivesithi zicaciswe khona, kuyavunyelwana, ichaza indlela ubutyebi obabiwa ngayo. Ngoko ke uqingqo-mali nolwabiwo kufuneka lulandele lungazi ngaphambi kocwangciso kwaye kufuneka luxhase ukufikeleleka kwiinjongo nemibono yobuchule emisiweyo. Ubunkokheli *obuthethelekayo* kuquka, ngoko ke, phakathi kwezinye izinto, hayi ukuxela ngeenjongo zobuchule ezithe zafezekiswa kuphela kodwa nangeendlela imali esetyenziswe ngayo ukufezekisa ezinjongo. Ukugcina olungqamelano phakathi kwesicwangciso noqingqo, kuye kwaphinda kwaxoxwa, kudlala indima kulondolozo lwemali. Kwingxoxo yesashoni yophatho-mali kubonwe kubalulekile ukulungelelanisa iindleko, ulungelelaniso lwengeniso elindelekileyo, kunye nokunciphiswa kweenkcitho ukuze kufezekiswe imimiselo ebekiweyo. Ezi ngxoxo zivezwe njengengcebiso 9a no 9b ngezantsi.

Kwingxelo yeqela lentsebenziswano le *Labour and Institution*, kuvuswe ingxoxo ephikisana nengcamango yokuba iyunivesithi ingakwazi uzisa inguqu ingakhange isebenzise mali ukuqhuba lenkqubo yotshintso olubalulekileyo iynivesithi ekifuneka idlule kulo. Le ngcamango kuxoxwe kwathiwa, imiselwe kunqongophalolokubona isidingo sotshintsho kumaziko emfundo ephakamileyo eSouth Africa no Luntu ngokubanzi okubangelwa bubugwengxa obunzulu bezooqosho kunye noxhatshazo. Le ngcamango bathi ibonakala kwiinkqubo eziliqela eziquka ukuqulunqwa kwemigaqo-mthetho emelene nenguqu kunye nezicwangciso ezixhomekeke ekubeni kubekho imali ukuze ziphunyezwe kodwa kube kungekho mali ziyabiwelayo kwinkqubo yoqingqo-mali. Omnye wemizekelo onikeziweyo kulengxelo kukuba ufezekiso lwemigaqo-nkqubo idinga ukuhambelana ne *benefits* zabasebenzi abakumangqanaba engqesho aphantsi kunye nabo baqeshwe kumanqanaba aphezulu akutyalwa kubo.

Iqela lentsebenziswano loKhubazeko likubone njengenkxalabo okokuba kungqongophale inkxaso-mali eya kwiiProjekti ezizokususa nengcambu ukungafikeleli ngokulinganayo kwizibonelelo nenkonzo, kuqingqo-mali. Umzekelo abawunikilelo ukuxhasa esi sindululo kwixwebhu labo lube *yilift* eyafakwa kwisakhiwo iSteve Biko ngenxa yoxinzelelo olwalusuka kwiSRC yango 2015. Baqhube ngelithi nangona imfeneko *yelift* yayiselubala akukho yunithi yathatha uxanduva lokuxhasa ngemali ukufakelwa kwayo. Zishwankathelwe apha njengesindululo seshumi elinambini iingcebiso zakwingxelo zombini ezithetha ngalo mba.

Tafle 8. Izindululo kwimpatho-mali

Nom	Isindululo
1.	IYunivesithi kufuneka isebenzise ubunkcutshe bamalungu ayo ukuzisezisombhululo ezizokuphucula imo yezemal zayo.
2.	IYunivesithi kufuneka iqokelele ulwazi oluzokuyibangela ikwazi ukubona, ngokupheleleyo, izinto ezibangela esi simo sayo semali

	a.	Makufunyanwe iizizathu zokuba kutheni iyunivesithi ingaxhamli kuqoqosho oluhambelana nenani elinyukayo elenzwa ngabafundi. Akukho bungqina kwingxelo zemali zokuba lukhona ugcino-mali.
	b.	Izinto ezidla imali mazifunyanwe. Iizizathu zokuhla kwamandla email yabasebenzi bemfundo nabancedisi kufuneka ziqondiwe..
	c.	Kufuneka kufunyanwe uqondo lobukhulu lwemilinganiselo kwiindleko eziphathelele nemisebenzi okanye amacandelo. Kufuneka kuqondwe ubukhulu okanye impembhelelo yokunyusa inkcitho yabasebenzi bemfundo xa kuyanyamiswa nenkcitho exhasa isebe kuze kuqondwe nobukhulu bokusetyenziswa kwemali evulelekileyo ekuphumezenikweenkqubo ezixhaswe yimali yoko, umzekelo.
	d.	Kufuneka kufunyanwe indlela iingxowa ezisetyenziswa ngazo mayelana nenjongo zamasebe, candela kunye neyunivesithi okanye ukungacetywa okukhokhelela kwesi simo semali.
	e.	Kufuneka kuqondwe ukuba ikhona inkcitha kunye nokungasetyenziswa kakhle kondoqo abaquka I-ID, indawo kunye nabantu.
	f.	Makuqinisekiswa ngengeniso kunye nenkcitho.
	g.	Makufunyaniswe unobangela wokuyekwa kwesikolo
3.		Kukho isidingo sokuphuhlisa imodeli yenkxaso-mali entsha ezokunciphisa uxhomekeka kweyunivesithi kwimali yentlawulo yesikolo.
	a.	IKhansile mayiseke ikomiti i <i>Third Stream</i> ezokunikwa uxanduva lokuqhuba ngamandla ingeniso ngaphandle kwemali efunyanwa kurhulumente kunye nemali yentlawulo yemfundo.
	b.	I-Ofisi engundoqo wayo yonke into mayivulwe. Le ofisi izokujonga iindawo zokufumana ingeniso ngaphandle kwemali efunyanwa kurhulumente kunye nemali yentlawulo-mfundo (<i>ithird stream income</i>) igaye inkxaso kwezomthetho, kwezolawulo, nangezinye izinto, abasebenzi bemfundo kunye nabafundi abenza ubungcali bophando kunye noqhagamishelwano kwamanye amaqumrhu, urhulumente neminye imibutho
	c.	Makubekho intlawulo yolungelelaniso kwipesenti yenkxaso-mali.
	d.	Mayinikwe ivume kubasebenzi bemfundo abafuna ukwenza uqhagamishelwano labucala.
	e.	Inkxaso evela kumanye amasebe karhulumente, afana neSebe lezobuGcisa neNkcubeko, maycelwe ukuxhasa uphando olumayelana nomdla welo sebe.
4.		Kukho isidingo sokwenza amaqhinga okunyusa inkxaso-mali yakarhulumente
	a.	Umgaqo-nkqubo wokuhlisa ukukhula kwenani labafundi besidanga sokuqala kufuneka ahlaziywe. Inani elincinci labafundi besidanga sokuqala lenza inani elincinci labafundi bezidanga eziphezulu kwezinye izifundo. Onke amasebe kufuneka athachazise inani labafundi besidanga sokuqala nomphumela walonto kwinkxaso-mali karhulumente kunye namanani abafundi ezidanga eziphezulu zefakhalithi zonyaka.

	b.	Abahlohli kufuneka baziswe ngamathuba akupapasha ngokuxhomekeke kwindlela zabo zokufundisa nokufunda kwaye kufuneka bapapashe kulo mmandla njengendlela wokwabelana ngophando
	c.	Isebe ngalinye kufuneka lithacazise onke amaphepha abhalelwe ukupapashwa ngamalungu nyaka-nanyaka. Izizathu zokuba amalungu engabhalanga maphephe kufuneka zidandalaziswe.
	d.	Kukho umngcipheko wokufakwa komsebenzi kuba linani elincinci labasebenzi Mfundo ebonza uphando. Kungakwazeka ukuba abasebenzi bemfundo bajongane nophando lwabo okanye ukufundisa okanye ukwenza umsebenzi wobugcisa? Kudingeka ithuba lokubanengxoxo zophando/zokufundisa/zokwenza umsebenzi wobugcisa (Jonga u3i kuTafile 5)
	e.	Iqela elitsha labaphandi kufuneka liphuhliswe. Kufuneka kweniwe ithuba lokuba abaphandi abaselula baphumliswe ekufundiseni benze uphando (Jonga u10e kuTafile 3)
5.	Indlela ekufundiswa ngayo kufuneka ihlaziyiwe.	
	a.	Izifundo ezifana no <i>E-learning</i> nokuquka <i>ubled learning</i> nezifundo ezimfutshane kufuneka zingeniswe.
	b.	Imisebenzi yentsebenziswano esondeleneyo yabasebenzi kunye nabafundi kumashishini anobungangamsha eMpuma-Kapa mayijongwe. Ngoko ke, kufuneka kucingwe ngokuvulwa kweefalkhalthi nabasebe amatsha afana no <i>Automotive Engineering</i> kunye ne <i>Vertinary Science</i>
	c.	Eliziko kufuneka lisungule i-hub entsha yezinto ezintsha eziza kubakho ngokutsha kwezobuchwepheshe.
6		Izinto ezikhoyo mazisetyenziswe ngobuchule nangokukhethekileyo ukukhokelela kwingeniso eyongezelelekileyo. Iziko malithathele ingqalelo, umzekelo, ukulungiselela okokutsha unyaka ukwenzela kuzokubakhona amaxesha oneleleyo wonyaka azakohlulwa yikhefu, apho iindawo zoncedo ziza kusetyenziselwa uphando neenkomfa.
7		Amaqhingha okutsalela abafundi abalindelekileyo mawaphuhliswe.
	a	Iqhinga lorhwebo lidinga ukuphuhliswa. Oku makuquke inkcazelo yemo yase-Rhodes, nokuba eyenza le Dyunivesithi ibene xabiso kangaka. Oku kuza kukhatshwa ziingxoxo nenkcazelo yobunjani bobudlelwane phakathi kwesixeko iRhini kunye neDyunivesithi, ngeenjongo zorhwebo.
	b	Inkqubo yesicelo mayenziwe ibe lula, ibengeelwimi ezininzi kwaye ibe simahla. Mayibenomtsalane kwabo ijoliswe kubo kubekho imiboniso equka i-podcasts kunye neevidiyo ekufundiswa kuzo.
	c	Inkangeleko nendlela elibonakala ngalo eli khasi mayihlaziyiwe ukuphumeza iqhinga lorhwebo. Eli khasi malibeneendawo zokungena ezilula ezilungiselelwe abantwana abakwisikolo samabanga aphakamileyo nabafundi abalindelekileyo. Abafundi abalindelekileyo babongozwe ukuba bashiye iinkcukacha zabo bakungena kwikhasi, ukwenzela bafumane izixhobo zorhwebo.

	d	I-Application ebangenisa lula abafundi abalindelekileyo kwanabo bakhoyo mayiyilwe. Le application mayibenokuninzi okuquka ulwazi ngengxowa-mali, kuquka u-NSFAS, amacandelo, abahlohli kunye nomboniso womhlaba wesikolo.
	e	Umhlaba wesikolo mawenziwe okokutsha ubenomfuziselo omtsha wokufundisa, owolwazi, nowokukhawulelana nolwazi.
	f	Kufuneka kubekho iintsuku apho izikolo zimenywa khona ukuba zize e-Rhodes.
8		Ukunyusa izinga lokhuphiswano, IDyunivesithi kudingeka ukuba iphuhlise igama layo, ize ithathe inxaxheba ngenkuthalo ibesendaweni ephezulu elizweni jikelele.
9		Umthetho-siseko woshishino okhuthaza inkuthalo kwiDyunivesthi iyonke mawamkelwe.
	a	Iziko malenze ucwangciso oludibeneyo ukwenzela ukuba izicwangciso, ezikhokhelwa, phakathi kwezinye uhlolo lolwazi, kuqukwe wonke obandakanyekayo kulo ukwenzela kuzuzwe ubunye obukwiqondo eliphezulu phakathi kwamacandelo nezicwangciso zamasebe. Olu cwangciso malusetyenziswe kuhlalo-lwabiwo mali nolwabiwo lwemali ngokubanzi. (Bona i-10 kuluhlu le-6)
	b	Imeko-bume yokuqwalasela inkqubela kokuphenyeziweyo nokuba izinto zisetyenziswa njani ukuphemeza izibhambathiso ezo zibekiweyo makuvezwe. Iinkcazelo zamaxesha amisiweyo ngenkqubela, eya ekufezekisweni kweminqweno ecwangcisiweyo, ukusetyenziswa kwemali okunxulumene nobungozi bayo kudingeka ikhutshwe yinkokheli esemanqwanqweni.
	c	Izixokelelwano ezihlaziyiweyo zolwazi ezivumela iindibao ngokulula, ukwabelana nokuhlalutya ulwazi mazamkelwe ukuphucula izicwangciso urhwebo nokunyusa ingxowa-mali.
	d	Iinkcukacha ngabafundi abalindelekileyo nabasebenzi abazakwazisa ngezicwangciso nangorhwebo mabadityaniswe. Oku kuquka ulwazi lokuba ngoobani abo bafundi balindelekileyo kwiDyunivesithi, kwiimeko ezitsalela abafundi abalindelekileyo kweli ziko kwiimeko ezibonakalisa uba eli ziko alisoloko alisoloko ilelokuqala ukukhethwa ngabafundi, ngokweemeko ezichaphazela ukhetho lwesifundo, nakwezo zibonakalisa ukuba umfundi uza kuqhubekeka nolandelo lwesidanga sakhe sokuqala.
	e	I-Marketing, Communication and advancement Division mayisebenze ngokusondeleleneyo ne-Student Recruitment Unit and Departments.
	f	Ubukho bemisebenzi mabuchazwe nengqesho yenziwe ngokuphandle.
	g	Kudingeka ukuba kubekho utshintsho olukhawulelana nempatho-ndleko, impatho-mali kwanolugxile ekuziseni iqhinga lokukhulisa imali ixesha elide utyalo kutshintsho nolungiso oluza kuqinisekisa ugcino lweDyunivesithi.
10		IDyunivesithi mayiyilinganise inkqubo yocwangciso-mali
	a	I-workshop yohlalo-lwabiwo mali oluphandle luza kubanjwa ngo-February kowama-2018. Kule workshop izigqibo ngohlalo-lwabiwo mali, kunye neenkukacha ezithe vetshe ngokwenziwa njani kwazo, neenkukacha ngeminikelo emitsha

		kuhlalo-hlahlo lwabiwo mali zizakuchazwa zixoxwe. I-workshop mayibe yinxalenye yeenkqubo zohlahlo-lwabiwo mali zeminyaka ngeminyaka.
	b	Abafundi mababandakanywe kwinkqubo yohlahlo-lwabiwo mali, bangabandakanywa kwinqanaba apho uhlalo sele luchazwa komiti yohlahlo-lwabiwo, kodwa mababandakanywe kwasekuqaleni kwale nkqubo.
	c	Inkcukacha neenkcazelo eziqhelekileyo ngengeniso nangenkcitho kudingeka ukuba zifumaneke kumalungu eziko. (Bona nakwisi-9b)
		Ubudlelwane obuzuzisa ngokufanayo mabuphuhlise nangakumbi.
	a	IDyunivesithi mayazise ngesithuba se-Business Manager, ukwakha nokulawula ubudlelwane phakathi kwamashishini asekuhlaleni.
	b	IDyunivesithi mayikwenze kube lula ukutshintsha okukhulayo kwenani lwezehlo ze-National Arts Festival olwenzeka ekuhlaleni ukwenzela inzuzo yezimali yabiwe namashishini asekuhlaleni.
	c	Ubudlelwane neMakana budinga ukukhokelela ekuphuculeni Amandla edolophu ukuba ixhase ukukhula kweziko.
	d	Izakhiwo ezomeleleyo nezixokelelwano zokunxibelelana nokuthethana nabafundi ababefunda kweli ziko makuphuhlise ukwenzela abantu ababefunda kweli ziko bakwazi ukubandakanyeka ekwenzeni izinto egameni leDyunivesithi.
11	e	Ugcino lweenkcukacha lwababefunda kweli ziko abafuna ukufaka isandla kwimisebenzi ethile eyohlukeneyo mayiphuhlise (Bona i-14b)
12		Iinkokheli zeDyunivesithi kufuneka zibonakalise ukuzinikela kutshintsho zibonakalise ukuba ziyakuqonda ukuba utshintsho ludinga utyalo mali.
	a	Kwinkqubo yohlahlo-lwabiwo mali olungundoqo kufuneka kubekho imali enikelwa kwiprojekhthi ezithi zifumane imbuyekezo engalinganiyo nemali ebifakwe kwiprojekhthi leyo.
	b	Imali mayihlanganiswe ukwenzela ukuba iziko likwazi ukutshintsha imo, lutshintshe kwanezakhiwo zalo kwanjalo.
	f.	Makuqinisekise ngengeniso kunye nenkcitho.
	g.	Makufunyaniswe unobangela wokuyekwa kwesikolo