



RHODES UNIVERSITY

Grahamstown • 6140 • South Africa

**UMgaqo-Nkqubo
ongokuTshabalalisa
uCalucalulo noXhaphazo
olungenabulungisa,
lungelulo olwamaTyala
anxulumene nezeSondo**

UMqulu woMgaqo-nkqubo	
ISahluko soMgaqo-nkqubo	
Ikomiti enoxanduva/iYunithi/iCandelo/ iFakhalthi	IKomiti yezoLingano neNkcubeko yeZiko
USihlalo onoxanduva/uMlawuli/uMphathi	UMphathi: wezokuChaseneyo noXhaphazo noCalucalulo
Umhla wokuQala neLandelayo yeziQinisele zeBhunga	12 Septemba 2019
IMbali yoPhengululo: IziGxeko-ncomo ezaMkelweyo	
UMjikelo woGxeko-ncomo (umzekelo; rhoqo kunyaka wesi-2/5/7 njalo-njalo)	Rhoqo emva kweminyaka emi-5
UMhla wesiGxeko-ncomo oLandelayo	2024

IINKCUKACHA NGALO MGAQO NKQUBO

IsiHloko soMgaqo-Nkqubo	UMgaqo-nkqubo ongoTshabalaliso loCalucalulo nokuXhatshazwa okuNgenabulungisa
INgxelo yoMgaqo-Nkqubo	<p>Kwingxelo yayo yeenjongo kunye neembono, iYunivesithi iRhodes izibophelela ekuphuhliseni ukuxatyiswa kwezinto ezamnkela amalungelo abantu kunye nokuqinisekiswa kwesidima esisisiseko sabantu bonke. UkuXhatshazwa kunye nocalucalulo olungenabulungisa olungenxa yobulungu bomntu okanye ubulungu bomntu obucingelwayo kwiqela elithile lusijongela phantsi esi sibophelelo. Lo mgaqo-nkqubo ucacisa ukuzibophelela kweyunivesithi ekupheliseni uxhatshazwa kunye nocalucalulo olungenabulungisa ukuze ibonelele ngendawo apho abasebenzi kunye nabafundi abazakuthi bakwazi ukusebenza ngendlela efanelekileyo, kufundwe kwaye bakwazi ukuthatha inxaxheba ngokugqibeleleyo kubomi beYunivesithi. Injongo yalo mgaqo-nkqubo kukhusela abo bathatha inxaxheba kwiinkqubo zophando zeYunivesithi. Ikwacacisa nokuzibophelela kwayo ekusebenziseni amacebo afundisayo nakhulisa-ulwazi ukuqubisana neenkolelo ezicalanye kunye nemikhwa yocalucalulo.</p> <p>Ukuzibophelela kweYunivesithi ekupheliseni zonke iintlobo zokuxhatshazwa nezocalucalulo olungenabulungisa kusekelezwe kwiCandelo lesi-9 loMgaqo-siseko woMzantsi Afrika wonyaka ka-1996, othintela ucalucalulo olungenabulungisa oluthengqo okanye olungathanga-ngqo olubhekiswa kuye nawuphi na umntu ngesizathu esinye okanye ezingaphezulu, eziquka ubuhlanga, ubuni ngokwesini, isini sokuzalwa, ukukhulelwa, ubume bokutshata, imvelaphi ngokohlanga okanye ngokoluntu, umbala, umtsalane ngokwesini, ubungakanani ngokweminyaka, ukhubazeko, inkolo, isazela, inkolelo, inkubeko, ulwimi kwakunye nendawo yokuzalwa. Ukuziphatha okucalucalulayo ngokungenabulungisa okususela nakweziphi na ezi zizathu kuya kulandelelwa ngendlela efanelekileyo.</p> <p>Icandelo lesi-6 loMthetho wezoBulungisa kwezeNgqesho olungisiweyo ka-1998 (Employment Equity Act 55 of 1998 amended) ngokuyeleleneyo uyaluqalekisa ucalucalulo olungenabulungisa kwindawo yokusebenza.</p> <p>Umthetho we-4 wokuKhuthazwa koLingano nokuThintela uCalucalulo oluNgenabulungisa womnyaka ka-2000 (Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000) waqulunqelwa ukuba umilisele uthintelo localucalulo olungenabulungisa njengokuba uMgaqo-siseko ubonelela, kangangoko uthintela ukuziphatha okunxulumene nocalucalulo olungenabulungisa olufana nentetho yentiyo kunye nokuxhatshazwa. Lo mgaqo-nkqubo unenjongo yokwenza lula ukutshintshela kuluntu lwentando yesininzi, olumanyeneyo ekungafanini kwabantu, oluphawulwe lunxulumano lwabantu olunenkathalo kunye novelwano, kwaye ekhokelwa yimigaqo yolingano lwabantu, ubulungisa, ukungabinamkhethe, inkqubela phambili eluntwini, ubulungisa ngokomthetho, isidima sabantu kunye nenkululeko.</p> <p>Lo mgaqo-nkqubo kufuneka ufundwe ngokudibene:</p> <ol style="list-style-type: none"> 1. Ingqokelela yeMithetho eCwangcisiweyo engoLuleko neeNkqubo zaBasebenzi 2. Ingqokelela yeMithetho eCwangcisiweyo engoLuleko lwaBafundi 3. UMgaqo-nkqubo waBafundi wamaTyala anxulumene nezeSondo <p>Kuyakuxhonyekelela kule Miqathango/ kwezi Khowudi zoluleko kwimeko apho abantu abanezikhazazo bathi bafune ukuqalisa inkqubo yokumangalela lowo utyholwa ngokuba ngumenzi wobubi. Ingqokelela yeMithetho eCwangcisiweyo engoLuleko lwaBafundi kunye ngqokelela yeMithetho eCwangcisiweyo engoLuleko neeNkqubo zaBasebenzi kunye neminye imigaqo-nkqubo ezalanayo, ngamaxwebhu alawula ukuba iinkqubo zoluleko zizakulandelelwa njani na.</p>

<p>ISizathu soMgaqo-Nkqubo</p>	<p>Amatyala anxulumene nezesondo, aquka ukudlwengula, ukuxhatshazwa ngokwesondo, ukuhlaselwa ngokwesondo kunye nolwaphulo mthetho olubhekisele kwisondo lulandelelelwa ngokoMgaqo-nkqubo wamaTyala anxulumene nezeSondo waBafundi ofundwa kunye neNgqokelela yeMithetho eCwangcisiweyo engoLuleko yoLuleko lwaBafundi kunye neNgqokelela yeMithetho eCwangcisiweyo engoLuleko neeNkqubo zaBasebenzi.</p> <p>Eyona njongo igqibeleleyo yalo mgaqo-nkqubo kukubeka umthetho ocwangcisiweyo wokuzibophelela kweYunivesithi ekutshabalaliseni ukuxhatshazwa kunye nocalucalulo olungenabulungisa.</p> <p>Iinjongo ezikhethekileyo zalo mgaqo-nkqubo ku:</p> <ol style="list-style-type: none"> 1. Bonelela ngendawo apho abafundi kunye namalungu abasebenzi abanokuthi kuyo bakwazi ukufunda kwaye basebenze ngendlela efanelekileyo babe nako ukuthabatha inxaxheba kubom beYunivesithi benganalo uloyiko lokuxhatshazwa nokucalucalulwa ngokungenabulungisa nangaluphi na uhlobo; 2. Kuqinisekisa ukuba kusetyenziswa iinkqubo ezifundisayo ukuphuhlisa ukuqonda kubafundi nakumalungu abasebenzi ngobunjani bokuxhatshazwa nangegalelo lokuxhatshazwa emntwini, kwisininzi sabantu, kwiziko naseluntwini; 3. Kubonelela ukuphunyezwa kweenkqubo zothintelo, ukunciphisa amathuba okuxhatshazwa kunye nawocalucalulo olungenabulungisa apho kunokuthi kwenzeke; 4. Ukuqinisekisa ukuba iinkqubo zokuxhasa ziyaphuhlisa kwaye ziyamiliselwa ukuze kuncedakale abammangali kunye/okanye abo babone izehlo zokuxhatshazwa kunye/okanye ucalucalulo olungenabulungisa; 5. Ukwenza amalungiselelo oncedakalo lwabo banezikhalazo abaxela ukuxhatshazwa kunye nocalucalulo olungenabulungisa ukubavumela ukuba bafumane ubulungisa; 6. ukuqinisekisa ukuba iinkqubo ezifanelekileyo ziyafumaneka ukuvumela eli ziko ukuba livavanye kwaye lijonge ubunjani kunye nobungakanani bokuxhatshazwa kunye nobocalucalulo olungenabulungisa
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IMITHETHO KUNYE NEMIGAQO-NKQUBO ENOBUDLELWANE

<p>Imithetho Efanelekileyo (Imithetho/Izidingo Zolawulo / lingxelo zeQumrhu – zibalule ezi zinto)</p>
<p>-UMgaqo-siseko weRiphabliki yoMzantsi Afrika ka-1996 (Constitution of the Republic of South Africa, 1996)</p> <p>-UMthetho wezoBulungisa kwezeNgqesho ka-1998 (Employment Equity Act 55 of 1998)</p> <p>-UMthetho we-3 wonyaka ka-2000 wokuPhakanyiswa koBulungisa kuLawulo (Promotion of Administrative Justice Act 3 of 2000)</p> <p>- UMthetho we-4 wonyaka ka-2000 wokuKhuthazwa koLingano nokuThintela uCalucalulo oluNgenabulungisa (Promotion of Equality & Prevention of Unfair Discrimination Act 4 of 2000)</p> <p>-UMthetho we-17 wonyaka ka-2001 wokuKhuselwa kuXhatshazo (Protection from Harassment Act 17 of 2001)</p> <p>-Umthetho we-4 wonyaka ka-2013 wokuKhuselwa lweeNkcukacha zoMntu (Protection of Personal Information Act 4 of 2013)</p> <p>- IPhepha eliMhlophe leMfundo eLandela-eyeSikolo kunye Noqeqesho (White Paper for Post-School Education and Training (2013)</p>

Imithetho enobuDlelwane

- UMgaqo-nkqubo weDyunivesithi iRhodes ongoKhubazeko lwaBasebenzi wonyaka ka-2010 (Rhodes University Staff Disability Policy , 2010)
- UMgaqo-nkqubo weDyunivesithi iRhodes ongoKhubazeko lwaBafundi wonyaka ka- 2005 (Rhodes University Student Disability Policy, 2005)
- ImiQathango yoLuleko/iKhawudi yaBasebenzi kunye neeNkqubo yonyaka ka-2019 (Staff Disciplinary Code and Procedure, 2019)
- ImiQathango/iKhowudi yaBafundi yoLuleko, yonyaka ka-2018 (Student Disciplinary Code, 2018)

IsiHlomelo A Iflowutshathi/ Umzobo wokuLandeelana kweeNkqubo

IINKCAZO ZOMGAQO-NKQUBO

IGAMA	IINKCAZO
Ucalucalulo	<p>Ucalucalulo lubandakanya nakuphi na ukwenza okanye ukungenzi, okuquka umgaqo-nkqubo,umthetho,umgaqo, inkqubo, imo okanye imeko ethi ngokuthe ngqo okanye ngokungathanga ngqo-</p> <p>(a) yenze umthwalo, izinyanzelo okanye uhleleleko emntwini;okanye</p> <p>(b) ibambe inzuzo, amathuba okanye uncedakalo kuye nawuphi na umntu ngokwesizathu esinye okanye ezingaphezulu kwezo zingavumelekanga.</p> <p>Kufuneka ucalucalulo lungabinabulungisa ukuze luwaphule lo mgaqo-nkqubo. Ucalucalulo alunabulungisa xa luthi ngesinyanzeliso luthwalise umthwalo okanye lugcine inzuzo okanye amathuba kuye nawuphi na umntu ngenxa yezi zizathu zilandelayo: uhlanga, ububani ngokwesini, isini sokuzalwa, ukukhulelwa, ubume bokutshata, imvelaphi ngokohlanga okanye ngoko luntu, umbala, umtsalane ngokwesini, ubungakanani ngokweminyaka, ukhubazeko, inkolo, isazela, inkolelo, inkubeko, ulwimi kunye nendawo yokuzalwa. Ucalucalulo alunabulungisa xa luthoba isidima esisisiseko sommangali.</p>
Ukuxhatshwazwa (ngaphandle kokuxhatshazwa okunxulumene nezesondo)	<p>Ukuziphatha okungafunwayo okuzingisileyo okanye okumandla kwaye okonyelisayo, okuhlazayo okanye okudala indawo enobutshaba okanye eyoyikisayo okanye ebalelwe ukuba ibangele unikezelo ngokuba nemiphumela emibi okanye ngokugrogrisa ngokuba iya kuba nemiphumela emibi kwaye enxulumene nobulungu bomntu okanye ubulungu bomntu obucingelwayo kwiqela elaziwa ngesizathu esinye okanye ezingaphezulu kwezo zingamnyekekanga okanye impawu eyanyaniswa nelo qela.</p>
Intetho yentiyo	<p>Nayiphi na intetho- eyomlomo, ebhaliweyo, eshicilelweyo, emelweyo okanye eyenziwe ngumntu ubuqu- ejoliswe kuye nawuphi umntu, enokuthi ngokusengqiqweni ibonwe njengenenjongo yokuba:</p> <p>(a) Ihlungise</p> <p>(b) Ihlungise okanye ivuselele intlungu</p> <p>(c) Iphakamise okanye iphembelele intiyo</p>
Umphathi: WokuChasana nokuXhatshazwa kunye noCalucalulo	<p>Umphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo ngumntu wokuqala ekuxelwa kuye ngabasebenzi kunye nabafundi abathe beva okanye babona izehlo/ukuziphatha zokuxhatshazwa/okuxhaphazayo kunye/okanye nocalucalulo olungenabulungisa. Yena/bona unoxanduva lokuphunyezwa kwalo mgaqo-nkqubo. Ukufumana iinkcukacha ezithe vetshe ngoxanduva lweli gosa, jonga lindima kunye noXanduva: Indima 1 yalo mgaqo-nkqubo</p>
Izizathu ezingavumelekanga	<p>Izizathu ezingavumelekanga:</p> <p>(a) uhlanga, isini sokuzalwa, ububani ngokwesini, ukukhulelwa, ubume bokutshata, imvelaphi ngokohlanga okanye ngokoluntu, umbala, umtsalane ngokwesini, iminyaka, ukhubazeko, inkolo, isazela, inkolelo, inkubeko, ulwimi, ubuzwe kunye nendawo yokuzalwa;</p> <p>(b) okanye nasiphi na esinye izizathu ekuthi xa ucalucalulo lusekelezwe kuso si-</p> <p>(i) Bangele okanye eqhubekisa inkqubo yohleleleko</p> <p>(ii) Jongela phantsi isidima somntu</p> <p>(iii) Chaphazela ngendlela engalunganga isakhono somntu sokonwabela ngokulinganayo amalungelo kunye neenkululeko zakhe ngendlela emandla nenokuthelekiswa nocalucalulo ngokwesizathu esikumhlathi (a) ongasentla.</p>

Umtshutshisi	Umntu oqeqeshwe ngokufanelekileyo, owonyulwa nguSekela Ngqonyela ngexesha eliya kumane limiselwa nguSekela Ngqonyela, kwimiba yabafundi yoluleko, ukuba aphande, ahlole ulwaphulo lwemigaqo kwaye amele iYunivesithi phambi kweziPhathamandla zoLuleko ezinamalungu apheleleyo ngokusesikweni.
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1. IMITHETHO-SISEKO ELAWULA LO MGAQO-NKQUBO

AMAGQABANTSHINTSHI
iYunivesithi iRhodes izama ukuphakamisa le mithetho-siseko ilandelayo eqondwa njengesembindini ukuze kupheliswe ukuxhatshazwa kunye nocalucalulo olungenabulungisa kwaye nokuphakanyiswa kwenkcubeko yokwamnkela ukwahluka kwabantu kunye nokuxokomezela ubandakanyo eluntwini.
1. Imfihlo
Iinkqubo zangaphakathi phantsi kwalo mgaqo-nkqubo ziyimfihlo ngaphandle kokuba kukho uxanduva ngokomthetho ukuba ezi nkqubo zivezwe.
2. UkuziBophelela kunye neNkxaso yesiGqeba soLawulo kunye nabaPhathi abaPhezulu
IsiGqeba soLawulo kunye nabaPhathi abaPhezulu bazibophelele ekuqinisekiseni ukuba kwakhiwa inkcubeko yeziko kunye nendawo eyakhayo, ebandakanyayo, ekhathalayo, ekhulisayo kwaye neqinisekisayo ukuze kuphuhlise amava engqiqo, oluntu kunye nawenkcubeko yabafundi kunye nabasebenzi kunye nabo bathatha inxaxheba kuphando lwethu.
IYunivesithi iRhodes iyakwamnkela kwaye iyakuxabisa ukwahluka kwabantu kwaye iyakuhlonipha yaye iyakubhiyozela ukungafani. Ngokubhekisele koku, isiGqeba soLawulo kunye nabaPhathi abaPhezulu ngokuphandle, ngokuzingisileyo kwaye elubala bachasene nazo zonke iintlobo zocalucalulo olungenabulungisa, ukukhetha, ubuntamo-lukhuni okanye ukuziphatha ngendlela ecalucalula esinye isini ngokungenalusini kunye nokuxhatshazwa yaye iyakuzamela ukuqinisekisa uncedo olukhuthelweyo, olusebenzayo nolufumaneka kwangexesha xa kukho umfundi okanye ilungu labasebenzi elibandakanyeka kulo naluphi na uhlobo localucalulo olungenabulungisa, ukukhetha, ubuntamo-lukhuni, okanye ukuziphatha okucalucalula esinye isini ngendlela engenalusini kunye nokuxhatshazwa. Oku kuzibophelela kuyakubonakaliswa ngokuthathwa kwamanyathelo afanelekileyo qho ngakumalungu abasebenzi okanye ngakubafundi abazibandakanya kucalucalulo olungenabulungisa kunye nokuxhatshazwa.
3. Ukukhuthala
Iinkqubo kunye nendlela yokwenza izinto zibekwe ngendlela ecacileyo kangokuba ummangali angabonelelwa ngempumelelo ngeenkonzo zokumxhasa. Igosa ngalinye okanye isebe liya kuba nendima ethile ekufuneka liyidlalile kangokuba benako ukwenza.
4. Uqhelaniso lwabasebenzi nabafundi abafikayo
Uqhelaniso lwabasebenzi kunye nabafundi abafikayo kufuneka luchaphazele ukuzimisela kweYunivesithi ekupheliseni ukuxhatshazwa kunye nocalucalulo olungenabulungisa kwaye luchaphazele noluvo lwayo kwindlela yokuziphatha elolu hlobo.
5. Ukunika Ingxelo
Kwimeko apho kukho izixhobo ezaneleyo kunye nabasebenzi kwaye nangokubhekisele kwimimandla yolawulo kunye noxanduva, UMphathi: woLingano kunye neNkcubeko yeZiko iyakuba nguye onoxanduva lokuphumeza lo mgaqo-nkqubo.

IMIGAQO YOKUPHUMEZA LO MGAQO-NKQUBO

1. Imfundo kunye noLwazi

IYunivesithi inoxanduva lokuqinisekisa ukuba izicwangciso zokufundisa kunye nezo zokunika ulwazi ziphuhlisiwe kwaye zaphunyezwa. Ezi zicwangciso kufuneka zibonelele ngendawo apho abammangali bokuxhatshazwa kunye nabo bocalucalulo olungenabulungisa bangathi bakwazi ukuza ngaphambili kwaye babenalo ithemba lokuba iYunivesithi iya kuthatha amanyathelo angqongqo kwaye yenze nezigqibo ezifanelekileyo ngakwabo bafunyanwa benetyala lokuxhaphaza kunye nabo bocalucalulo ngokungenabulungisa. Ungenelelo kufuneka lube nobuchule, ludlamnke, luhlale luguquguquka rhoqo kwaye lucace gca. Lungaquka ucweyo lokuvuselela ulwazi, ukusetyenziswa kwemidlalo yeqongo/ithiyetha, izibhengezo kunye nezinto zokubukela kwinkqubo yoqhelaniso yamalungu abasebenzi kunye nabafundi abafikayo. Kufuneka kwenzelwe abafundi kunye nabasebenzi iintlangano zokuthetha.

Izicwangciso zokufundisa kufuneka zizamele ukuqinisekisa ukuba lukhona ulwazi :

- (i) Ngendlela yokuziphatha ekukuxhaphaza kwaye elucalucalulo olungenabulungisa nangemiphumela yalo ndlela yokuziphatha kubanye abantu;
- (ii) Ngenkxaso enokufunyanwa ngabo baye bava ukuxhatshazwa kunye nocalucalulo olungenabulungisa nokuba bangayifumana phi na loo nkxaso okanye bangazifumana phi na iinkcukacha ezingaphezulu/iinkcukacha ezithe vetshe;
- (iii) Iinkqubo eziya kulandelwa ukulandelelela izehlo zokuxhatshazwa kunye nocalucalulo olungenabulungisa: kunye
- (iv) Iindima kunye noxanduva lwabo bakulawulo kwiziko ukuba baphakamise indawo engenako ukuxhatshazwa kwaye engenalo ucalucalulo olungenabulungisa.

UmPhathi: wokuChasana nokuXhatshazwa kunye noCalucalulo uyakuba noxanduva lokubhexesha iinkqubo zokufundisa nezo zokunika ulwazi ezijoliswe kubafundi nakubasebenzi.

Kufuneka kuqwalaselwe nokuba le miba ibandakanywe kwizifundo ezisesikweni zabafundi nakwiinkqubo zokufunda. Isekela likaSekela Ngqonyela: weMfundo kunye neMiba yaBafundi emva kokudibanisa neeDini/neeNtloko zeeFakhalthi, nguye onoxanduva lwale ntshukumo. Kufuneka kuzanywe intsebenziswano eya kuba phakathi kwezifundo ezisesikweni kunye neenkqubo zezifundo ezongezelelweyo ezingiselelwe abafundi.

2. Izicwangciso/Amacebo okuxhasa abammangali bokuxhatshazwa kunye nabo bocalucalulo olungenabulungisa.

Kubalulekile ukuba abammangali bokuxhatshazwa kunye nabo bocalucalulo olungenabulungisa bakwazi ukufikelela kwinkxaso esuka kubantu abanentembeko emva kwesehlo. Kubalulekile nokuba ummangali abonelelelwe ngeenkukacha ezichanelekileyo. Izicwangciso/amacebo kufuneka zivumele ukusonjululwa kwezi zikhalazo ngeyona ndlela ikhawulezileyo.

2.1 Inkxaso yokuqala

Inkxaso yokuqala yasempfumleni iyakubonelelwa nguMpathi: wokuChasana nokuXhatshazwa kunye noCalucalulo athe ummangali waya kuye kuqala. Abammangali bangaya nakwiZiko leeNgcebiso ukufumana inkxaso yokuqala ngokwasengqondweni uyakugqithiselwa kuMpathi: wokuChasana nokuXhatshazwa kunye noCalucalulo.

2.2. Uncedo lwexeshana

Xa kufunyenwe isikhalazo, uMpathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kufuneka ahlale isidingo sokufumana iingcebiso kwaye aqinisekise ukuba uncedo ngokwasengqondweni kunye nenkxaso eqhubekayo ngokwasempfumleni uyabonelelwa ngayo ummangali. Iziko leeNgcebiso luyababonelela abafundi ngezi nkonzo.

Inkxaso ngokwasengqondweni nangokwasempfumleni yabasebenzi abangabammangali bokuxhatshazwa kunye nocalucalulo olungenabulungisa inikwa ngumboneleli weenkono zabucala ebhexesha nguMpathi: wezeMpilo yabaSebenzi

3. Uncedo olunokufunyanwa ngabammangali bocalucalulo olungenabulingisa, nabo bentetho yentiyo kunye nabo bokuxhatshazwa

IYunivesithi iyaligcina ilungelo lokutshutshisa nasiphi na isikhalazo esenziwa nguye nawuphi na umntu ongenguye ummangali xa ezi zehlo zisenzeka esidlangalaleni abantu bebona. Ekuboneleleni abammangali ngenkxaso, uMphathi: wokuChasana nokuXhatshazwa kunye noCalucalulo kufuneka acacisele ummangali ngokhetho anokulenza. Olu Khetho ludweliswe ku 3.1, 3.2,3.3 ngezantsi:

3.1 Ukunika ingxelo elungiselelwe ukwazisa

Ummangali unika ingxelo yesehlo kuMphathi wokuChasana nokuXhatshazwa kunye noCalucalulo othi aqwalasele iinkcukacha zesehlo nesigqibo sommangali sokungawudluliseli lo mba phambili. Apho ummangali athe wakhetha ukuba azise ngomba kuphela, iYunivesithi ayinasibophelelo sokuphanda okanye ukuthabatha amanyathelo ngokwale ngxelo.

Nangona udliwanondlebe luza kugcinwa lulihlebo, kubalulekile ukuqaphela ukuba ezinye iinkcukacha kungafuneka zivakaliswe ngokugunyaziswa yinkundla yamatyala.

3.2 Ukulamla

Ummangali ucela ukuba kubekho umngeneleli, uMphathi wokuChasana nokuXhatshazwa kunye noCalucalulo yena oya kuzixolisa ngobunyani bokubangwayo ngummangali ukuba kubonakala ngenene ngokungathi kukuxhatshazwa, ucalucalulo olungalunganga okanye intetho yentiyo ngokwemimandla engavumelekanga ngokubekiweyo emthethweni. Umlamli oqeqeshiweyo uya kwenza ulamlo phakathi kommangali nommangalelwa. Inzuzo yale ntsebenziswano kukuba ivumela la maqela mabini ukuphicotha amanakani namava anxulumene nesehlo esithile. Ummangali uya kuba nethuba lokuvakalisa amava okungahlonelwa ngummangalelwa ukuze akhuthaze ukuqondwa kwecala lommangali. Ummangalelwa ngokulandelayo uya kufuna ithuba lokuphendula kwizimangalo.

Ulamlo ludinga abathathi-nxaxheba abazigqatsileyo kumaqela omabini. Ukuba ummangalelwa akaluvumeli ulamlo, ummangali angakhetha ukwenza isikhalazo esisesikweni esiya kuphandwa zize neenkqubo ezifanelekileyo zilandelwe.

Ukuba ulamlo luyaphasalaka, ummangali akayi kulincama ilungelo lokuqhuba nokumangalela umtyholwa ngokusesikweni. Xa kuthe kwafikelelwa kwisisombululo, omabini amaqela abotshelelwa sisigqibo esithathiweyo esiqulunqwe ngala maqela omabini, saze sabhalwa satyikitywa ngawo omabini amaqela. Ukuba izigqibo zesisombululo zithe zophulwa, ngoko ummangali unelungelo lokuqhuba nenkqubo yoluleko esisesikweni.

Ukuba ummangalelwa uyavuma ukuzibandakanya nenkqubo yolamlo, ngoko ke la maqela aya kukhetha umlamli kuluhlu lwabalamli abaqeqeshiweyo bakwiYunivesithi iRhodes. Ukuba kukho ukungavisisani nomlamli obekiweyo, uMphathi wokuChasana nokuXhatshazwa kunye noCalucalulo uya kuyiqhuba le nkqubo.

UMphathi wokuChasana nokuXhatshazwa kunye noCalucalulo uya kulungelelanisa indibano yolamlo eya kugqitywa ngeentsuku ezilishumi emva kokwaziswa.

3.3 Isimangalo esisesikweni esinesizathu sokuba sithathelwe amanyathelo oluleko

Ummangali ufaka isimangalo esisesikweni kuze isehlo ekuthiwa senzekile siphandwe, apho kufaneleke khona, inkqubo yoluleko lomtyholwa iyabizwa.

- (a) Kwisithuba apho ingabafundi, izimangalo ezifanele inkqubo yoluleko ziya kufakwa kumTshutshisi. UmTshutshisi imicimbi engemikhulu angathi emva koko ayithumele kwiiWadeni.
- (b) Kwisithuba apho ingabasebenzi, izimangalo ziza kuthunyelwa kuMphathi woNxulumano lwabaSebenzi.
- (c) Kwimeko apho isimangalo singuye nabani na osebenza kwiSebe leHR, umsebenzi/umntu omangala ngesiganeko esingalunganga uya kwenza isicelo esibhaliweyo kuVC oya kuthi alunikezele kulowo ambona njengofanelekileyo. U-VC okanye lowo bamonyulileyo baya kwenza isigqibo sokuba ngaba ngenene kukho ityala lokuqhubeka ngoluleko kumsebenzi obonwa njengowonileyo. U-VC okanye abamonyulileyo baya kuba namagunya abekiweyo ngokwendlela ebekuzo kuqhutywa ngayo ukuba isimangalo eso besingafakwanga kuVC.

IYunivesiti inoxanduva kubantu bayo ukuthathela amanyathelo ukuxhatshazwa kunye nocalucalulo olungenabulungisa kunye nokusabela ngokufanelekileyo izikhalazo ezithe zavela. Uncedo kummangali kufanele lube loluxhasayo nolukhuthaza ukuzeyisa okuquka ukuhlonipha isigqibo sommangali esiqiqiweyo kuzo zonke izigaba zale nkqubo. Izidingo zommangali kufanele zibekwe phambili/kukhokeliswe zona. Abasebenzi abanika ingxelo, abaphandayo nabaxhasayo kufanele banikezele ngeenkukacha ezibanzi ngazo zonke iinkqubo nokunokukhethwa kuko ngendlela engenakugweba, efanelekileyo, ecacileyo nenovelwano kummangali.

Ukuba ummangalelwa ukholelwa ekubeni kukho izityholo ezenziweyo ezingenabunyani zoxhaphazo nocalucalulo olungenabulungisa, angafaka isikhalazo kuMphathi wezoBudlelwane babaSebenzi okanye umTshutshisi oya kuthi enze uphando lweso sikhalazo ngokwegunya analo. Umntu ojongene nesikhalazo ngakwenzileyo kufanele acetyiswe ukuba lilungelo lakhe ukufaka isikhalazo esichasana nesesifakiwe.

Akukho seluleko siya kwenziwa xa kusekho ulamlo oluqhubekayo ngomba ophakathi kummangali nommangalelwa.

Ukuba uphando luneziphumo ezibonakalisa ukungabikho kwenyani kwisikhalazo, oko kuya kuchotshelwa njengesikhwasilima kwaye kuya kubhenelwa kwiNgqokelela yemiThetho eCwangcisiweyo neNkqubo engoLuleko lwabaSebenzi nemiThetho engoLuleko lwabaFundi.

4. Ukunika iNgxelo nemiGqaliselo

Ezi nkqubo zilandelayo ziya kusetyenziswa ukulolonga uhlobo nobungakanani bokuxhaphaza, intetho eyintiyi nocalucalulo olungenabulungisa:

- 4.1 UMphathi: KwezoChasano loXhaphazo noCalucalulo uya kugcina ingxelo yazo zonke izikhalazo ezifumanekileyo nohlobo olunokusetyenziwa ukujongana nesikhalazo olukhethwe ngummangali, ukuze akugcine oku elungiselela isizathu senkcukacha-manani.
- 4.2 UMphathi: KwezoChasano loXhaphazo noCalucalulo uya kuhlenganisa iinkcukacha zesiganeko nohlobo lwazo aze akhuphe ingxelo eyenzeka kunyaka wesibini eveza iinkcukacha-manani kwakunye neentlobo zezikhalazo eziya kuthiwa thaca kuMbutho weZiko kwakunye neBhunga leeNkonzo zabaFundi.
- 4.3 Uphando lwarhoqo, oluphantsi koMlawuli: kwezoLingano neNkcubeko yeZiko kuya kuphononongwa uhlobo nomlinganiselo woxhaphazo nocalucalulo olungenabulungisa.

INDIMA NOXANDUVA

(Uxanduva nenxaxheba yabasebenzi abanguNdoqo/amaCandelo/iiFakhalthi/amaSebe)

INDIMA	UXANDUVA
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<p>INDIMA 1</p> <p>UMphathi: KwezoChasano loXhaphazo noCalucalulo</p>	<ul style="list-style-type: none"> (a) Ukuba yindawo yokuqala apho kufanele ummangali aqale khona ngokunxulumene nalo mgaqo-nkqubo, iya kugqithisa zonke izikhalazo ngokufanelekileyo. (b) Ukuphonononga ukuba izikhalazo zikumda walo mgaqo-siseko kwaye ngokwenene zifanelekile ngokwalo mgaqo-nkqubo. (c) Ukunika isalathiso sokohlukeneyo okunokufumaneka kulowo ungummangali (jonga umgaqo 3, phezulu), ukuthatha unonophelo ukuze kuqinisekise ukuba ummangali uyakuqonda okurheshiweyo kokunokukhethwa ukuze isigqibo esinolwazi sikwazi ukwenziwa. (d) Apho ummangali acela ulamlo, kufuneka kuqondwe ukuba ummangalelwa uyaluvumela olu lamlo, ukuba kunjalo kuqaliswe le nkqubo. (e) Apho ummangali ongumsebenzi akhetha ululeko olusesikweni, uMphathi KwezoChasano loXhaphazo noCalucalulo uya kulinikezela ityala kuMphathi wezoLwalamano lwabaSebenzi ukuphonononga ukuba ngaba ngokwenene eli lityala elidinga ukuthatyathelwa kamanyathelo angaphaya. (f) Ukuba ngaba ngumfundi ongummangali okhetha ityala lithathelwe amanyathelo oluleko, lithunyelwa kuMtshutshisi. (g) Ukunikezela ngengxelo eyenzeka rhoqo kwiminyaka emibini kwiKomiti yoLingano neNkcubeko yeZiko, iNtlangano yeZiko kunye neBhunga leeNkonzo zabaFundi. (h) Ukulungelelanisa izigxeko-ncomo zalo mgaqo-nkqubo (njengoko kugqabaziwe kwiNkqubo yeziGxeko-Ncomo zoMgaqo-Nkqubo ongezantsi).
<p>INDIMA 2</p> <p>UMphathi woLwalamano lwabaSebenzi</p>	<ul style="list-style-type: none"> (a) Unoxanduva lokuvuselela inkqubo yoluleko enxamnye neNgqokelela yemiThetho eCwangcisiweyo neNkqubo engoLuleko lwabaSebenzi. (b) Ukuqinisekisa ukuba imiba yenziwa igqitywe ngokukhawuleza kangangoko kufanelekile. (c) Ukunikezela rhoqo ngengxelo yenkqubo yokuba uphando luqhuba njani na. (d) Ukunika uMlawuli: kwezoNxibelelwano neNkqubela iinkcukacha ezinokusasazwa ngexesha ekudingeka ngalo, ngalo lonke elo xesha zibe zigcinakele zilihlebo. (e) Ukugcina uMphathi: KwezoChasano loXhaphazo noCalucalulo enolwazi ngenkqubela yemicimbi ethunyelwe kwi-ofisi yakhe.
<p>INDIMA 3</p> <p>Umlamli</p>	<ul style="list-style-type: none"> (a) Ukukhokela ukugqitywa kwesivumelwano esiza kusetyenziselwa ukulamla. (b) Ukuqhuba intlangano yolamlo. (c) Ukuqinisekisa ukuba ukuphela kwentlangano yolamlo, amaqela abandakanyekayo asayina/atyikitya isivumelwano solamlo. (d) Ukwazisa uMphathi: kwezoChasano loXhaphazo noCalucalulo malunga neziphumo zenkqubo yolamlo.
<p>INDIMA 4</p> <p>UMtshutshisi</p>	<ul style="list-style-type: none"> (a) Ukuqalisa inkqubo yoluleko ngokweMithetho yeNkqubo yoLuleko lwabaFundi. (b) Ukuqinisekisa ukuba imiba yenziwa igqitywe ngokukhawuleza kangangoko kufanelekile. (c) Ukunikezela rhoqo ngengxelo yenkqubo yokuqhuba kophando (d) Ukunika uMlawuli: kwezoNxibelelwano neNkqubela iinkcukacha zokusasazwa ngexesha ekudingeka ngalo, ngalo lonke elo xesha zigcinakale zilihlebo. (e) Ukugcina uMphathi: KwezoChasano loXhaphazo noCalucalulo enolwazi ngenkqubela yemicimbi ethunyelwe kwi-ofisi yakhe.
<p>INXAXHEBA</p> <p>ROLE 5</p> <p>ISekela Ngqonyela leYunivesithi</p>	<ul style="list-style-type: none"> (a) Uya kwenza isibhambathiso namanye amaziko oqeqesho ukuqinisekisa ukuba iinkqubo ziyaqaliswa eziza kulungisela ukuba abafundi nabasebenzi benze izikhalazo nokuba oku kukwazi ukuphandwa zisonjululwe. (b) Uqinisekisa ukuba izivumelwano nabanikezeli beenkonzo abazinikezela ngqo kubafundi nabasebenzi, ziquka ukubathibaza ukuze bangachaphazeleki nakoluphi uhlobo loxhaphazo. Naluphina uxhaphazo lomfundi okanye umsebenzi ngumnikezeli weenkonzo luya kubonwa sengokophulwa kwesivumelwano.

UNXIBELELWANO

Umba ofuna ukujongwa	ICandelo, iFakhalthi neSebe	Umnxeba	IImeyile
Ukunika ingxelo	ULingano neNkcubeko yeZiko	046 6038187	z.mkhize@ru.ac.za
UThatho lwamaNyathelo kuLuleko lwabafundi	UMphathi wezoMthetho neenkonzozodel'ongozi	046 6038278	t.hartzenberg@ru.ac.za
UThatho lwamaNyathelo kuLuleko lwabaSebenzi	UMphathi wezoLwalamano lwabaSebenzi	046 6037095	b.selana@ru.ac.za

INKQUBO YOGXEKO-NCOMO LOMGAQO-NKQUBO

Minyaka le, uLawulo loLingano neNkcubeko yeZiko ngokuvunyelwa nguMphathi wezoChasano loXhaphazo noCalucalulo uya kuhlola impumelelo yeenkqubo nesakhiwo ngokubekiweyo kulo mgaqo-nkqubo. Ezi nkukacha ziya kuhlangukiswa zize zisetyenziswe njengesiseko sokuphonononga le nkqubo. Ukongeza, rhoqo kwiminyaka emihlanu, le mibutho iya kucelwa yenze isiphakamiso sayo nayiphi na inkxalabo ngeenkqubo ezikhoyo:

- (a) Imibutho: Ukudlanindlebe nezigqibo nemibutho eyamkelekileyo ngokwale nkqubo ngokunxulumene nemithetho neenkqubo zoluleko zabasebenzi.
- (b) UMbutho wabaMeli babFundi/i-SRC
- (c) ICandelo lezeMiba yabaSebenzi/i-HR
- (d) iBhodi zeFakhalthi
- (e) IBhunga leeNkonzo zabaFundi
- (f) Ikomiti yoLuleko lwabaFundi
- (g) Intlanguko yeziko
- (h) Ikomiti yoLingano neNkcubeko yeZiko

Unxibelelwano malunga nogxeke-ncomo lwenkqubo

Ekupheleni komjikelo weminyaka emihlanu, izikhewu ezichongiweyo kuphumezo lwenkqubo, ziya kumanywa aze uMphathi: wezoChasano loXhaphazo noCalucalulo enze uxwebhu loyilo lwenkqubo. Intlanguko yokulumana indlebe iya kuqhutywa nemiButho, iBhunga labaMeli babaFundi, iBhunga leeNkonzo zabaFundi, iKomiti yoLuleko lwabaFundi, iCandelo loNcedo ngezidingo zaBantu abaSebenzayo, iBhodi zeFakhalthi kwakunye neIntlanguko yeZiko. Uncedo oluvela kwiintlanguko yolumana indlebe iya kuhlangukiswa kuxwebhu loyilo. Uxwebhu luya kuthunyelwa kwimibutho efanelekileyo yokulwamkela, eyile, Ikomiti yoLingano neNkcubeko yeZiko, iQumrhu elilawula iYunivesithi, iQumrhu elilawula iYunivesithi neBhunga layo.

ULUHLU LWEZIHLOMELO

Isihlomelo A Itshati yoyilo

