



IOHA

UJ INSTITUTIONAL OFFICE FOR HIV & AIDS

Inqubomgomo:

UKUTHELELEKA NGESANDULELA-
NGCULAZI NENGCULAZI



UNIVERSITY
OF
JOHANNESBURG



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**INQUBOMGOMO: UKUTHELELEKA NGESANDULELA-
NGCULAZI NENGCULAZI**

Inombolo yomqulu	
Isiphathimandla esinesibopho/ esingumgcini	URejistra
Isigaba esibophezekile	
Isimo	Umbhalo woku-1: ongahleliwe 17 kuNcwaba 2007
Ivunywe ngu	IMEC
Usuku lokuvunywa	UNhlaba 2009
Izichibiyelo	Umbhalo woku-1: awuhleliwe 22 kuMandulo 2009
Izinsuku zezichibiyelo	
Usuku lokubukeza	



Imiqulu ehambelanayo

<p>Imiqulu yase-UJ (isib. Izinqubomgomo, Imithetho, Imihlahlandela, Izinkontilaka</p> <ul style="list-style-type: none"> • Ukwazi ukusebenzisa iNqubomgomo yolwazi; • Indlela yokuziphatha yenkambo esemthethweni kwezemfundo nocwaningo • Imibandela yokuqashwa 	<p>Okunye (isib. Umthetho, iDoE neHEQC iziqondiso nemihlahlandlela)</p> <ul style="list-style-type: none"> • Umthetho womthethosisekelo waseNingizimu Afrika (we-108 we-1996); • Umthetho wezimo ezizisisekelo zokuqashwa (wama-75 we-1997); • Umthetho wokunxephezela ngokulimala nezifo zasembenzini (we-130 we-1993); • UMnyango weMfundo: Icebo likaZwelonke lengculazi: 2004; • UMnyango wezeMpilo: Icebo leNingizimu Afrika leSandulelangculazi /leNgculazi nezifo ezithathelana ngokocansi (2007-2011) • UMyango wezeMisebenzi: Indlela yokusebenza kahle kwezimpawu ezimqoka zeSandulela-ngculazi neNgculazi nomsebenzi: • Umthetho wokulingana ngokuqashwa • Umthetho omayelana nezemisebenzi (wama-66 we-1995) • Umthetho wokuphepha nezempilo emsebenzini (wama-85 we-1993); • Inqubomgomo kaZwelonke yeSandulelangculazi neNgculazi kubafundi nothisha ezikoleni zikahulumeni nabafundi nothisha ezikhungweni zemfundo ephakeme nokuqeqesha (yama-.27 ye-1996); • Uhlaka lweNqubomgomo kuSandulelangculazi neNgculazi eMfundweni ephakeme eNingizimu Afrika (2008)
<p>Abantu abathintekayo ngalo mqulu (Izimpiko nezigaba okumele bazijwayeze wona):</p>	<ul style="list-style-type: none"> • Bonke abasebenzi nabasazoqashwa eNyuvesi. • Bonke abafundi ababhalisile nabasazobhalisa eNyuvesi.
<p>Ikheli lewebhusayithi yalo mqulu:</p>	



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1. IZIFINYEZO NAMA- AKHRONIMI

AIDS	Ingculazi
ART	Ukwelashwa ngomshanguzo
ARV	Umshanguzo
CD4	Okusiza amandla omzimba kumaseli aneCD4 ezikhumbeni zawo
CHE	Inhlangano yeMfundo ePhakeme
DOE	UMnyango weMfundo
DOH	UMnyango wezeMpilo
EAP	Uhlelo olusiza abasebenzi
HAART	Ukwelapha okusebenza kakhulu komshanguzo
HE	IMfundo ePhakeme
HEAIDS	Uhlelo lwesandulela-ngculazi nengculazi lweMfundo ePhakeme
HEIs	Izikhungo zeMfundo ePhakeme
HESA	IMfundo ePhakeme eNingizimu Afrika
HIV	Isandulela- ngculazi
HR	Ezabasebenzi nemisebenzi
ILO	Umkhandlu wabasebenzi kumhlaba wonke
IOHA	Ihhovisi yesikhungo yesandulela-ngulazi nengculazi
LRA	Umthetho ophathelene nezabasebenzi
M&E	Ukuxwayisa nokuhlola
MEC	Ikomiti lokuphatha eliyisiphathimandla
NGO	Inhlangano engeyona kahulumeni

NSP	Icebo lokuSebenza likaZwelonke
OIs	Izifo ezingena ngoba umzimba ungakwazi ukuzilwela
PEP	Imishanguzo evezwe muva
PLWHA	Abantu abaphila nesandulela-ngculazi nengculazi
PSYCAD	Imisebenzi yokwengqondo nokuthuthukiswa kwemisebenzi
SABCOHA	Inhlangano yamabhizinisi yaseNingizimu Afrika yesandulela-ngculazi /ingculazi
SADC	Umphakathi wentuthuthuko waseNingizimu Afrika
STDs	Izifo ezithathelana ngokocansi
STIs	Izifo ezithathelana ngokocansi
TB	Isifo sofuba
UJ	Inyuvesi yaseJohannesburg
VCT	Ukuzikhethelela ukwelulekwa nokuhlola

2. ISANDULELO

INQUBOMGOMO YOKUTHELELWA ISANDULELA NGCULAZI NENGCULAZI

Inyuvesi yaseJohannesburg iyabuvuma ubunzima bokuthelelwa yiSandulela ngculazi nesifo seNgculazi nomthelela waso kubasebenzi, abafundi neziguli ezelashwa emtholampilo wase-UJ kanye nomphakathi jikelele. Inyuvesi ithathwa njengephelele kanti ihlinzeka ngezinhlelo zemfundo nezemisebenzi Inyuvesi yase-Johannesburg inamakhampasi amane, abizwa i-Auckland Park Kingsway (APK), iSOWETO (SWC), iBunting Road (APB) neDoornfontein (DFC). Womane la makhampasi asesifundazweni saseGauteng kanti futhi asendaweni ezungeze iGoli.

Isimo seNyuvesi siveza izinselele ezithize ezinhlelweni zayo zeSandulela ngculazi neNgculazi ngakho isibopho senyuvesi ukusebenza ngaphambili nokwethula amasu okuqhubeka nezinhlelo zomsebenzi, zokufunda nezomtholampilo ezinokubhebhethekisa isifo nomthelela waso nokuqhubeka ngokunciphisa imiphumela yalesi sifo kwezenhlalakahle, kwezomnotho nasemphakathini. Ngaphezu kwalokho, ukuhambisana nombono weNyuvesi wokubeka umnotho wayo ophusile ukuba usebenze, ibone indima yayo kuwukuthuthukisa abafundi nabasebenzi bezemfundo labo ababhekene nemikhakha yabo nocwaningo, bangafaka isandla ezindabeni ezimayelana nokutheleleka ngegcwane leSandulela-ngculazi neNgculazi kuwo wonke amazinga omphakathi.

3. IZINCAZELO ZEMIQONDO ESEMQOKA

- 3.1 Isandulela ngculazi simele igciwane elenza umzimba ungakwazi ukukhiqiza isivikeli esanele ukulwisa izifo, okwenza lokhu kungaba okuzalwe nomuntu noma ufuzo (ukulwa komzimba namagciwane nezifo) ukunciphisa ukuba la magciwane aholele eNgculazini
- 3.2 Ingculazi isho isifo sokwehluleka komzimba ukulwa nezifo. Isandulela ngculazi silimaza kabi amasotsha omzimba alwa nezifo ukuze umzimba ungakwazi ukulwa namagciwane nezifo. Lokhu kugcina kuyisifo esenza umzimba ugule esibizwa "ngeNgculazi.
- 3.3 Isandulela-ngculazi sithathelana ngoketshezi lomzimba ngalezi zindlela ezilandelayo: igazi, isidoda, namanzana aphuma esthweni sangasese sowesifazane nobisi oluncelwa yingane. Isandulela-ngculazi sivamise ukwesulelwa komunye umuntu uma lolu ketshezi olubalwe ngenhla lungena emzimbeni womunye.
- 3.4 Izinhlalo ezihamba phambili zokuthelelana ngalesi sifo eNingizimu Afrika ucansi olungavikelekile, umama othelela ingane yakhe uma izalwa noma ngokuncela, ngezinalithi zokujova ezingahlanzekile ezisetshenziswa abadla izidakamizwa noma ngegazi elinikezelwayo (okungasavamile kodwa manje ngenxa yokuhlolwa kwegazi)
- 3.5 Kwezinye izizinda mancane kakhulu amathuba okutheleleka ngeSandulela-ngculazi – igazi

elithelelekile, njengasesibhedlele, kumalaborathri, endaweni yokusebenzela eyingozi, njll. Le ngozi ingagwenywa ngokusebenzisa ukuqaphela komhlaba wonke jikelele, ukufaka amagilavu uma kunegazi lihlanzwe ngokushesha.

- 3.6 Izwi lokuphendula eligcwele ngesandulela-ngculazi nengculazi libhekise ekwazini ukuthi isandulela-ngculazi nengculazi isifo somzimba, somphakathi, sengqondo, sentuthuko nesomnotho esidinga ukuvelelwa ngokuphelele. Ngaphezu kwalokho, lezwi lokuphendula kufanele liqaphele okuqhubekayo emhlabeni wonke ngesandulela-ngculazi nengculazi lihlele ngokuqondisa ukulamula "kule misebenzi emihle" ngezimiso ezingalinganiswa. Yingakho kubalulekile ukuba nenqubo esebenzayo yokuxwayisa nokuhlola ukweseka lezwi lokuphendula.

4. INHLOSO YENQUBOMGOMO

Inhloso yale nqubomgomo:

- 4.1 Ukumisa iziyalelo ezicacile, imihlahlandlela, izinqubo nezindlela zokwenza eziqinisekisa ukuthi wonke amalungu omphakathi weNyuvesi anolwazi olubanzi lwalokhu:
- (a) Izwi lokuphendula eliphelele elizonciphisa umthelela omubi wesandulela-ngculazi nengculazi.
 - (b) Indlela ephelele yokubheka izwi lokuphendula lobuholi base-UJ esikhungweni, ukuhlanganyela nezinhlangano zabasebenzi nabafundi.

- (c) Izwi lokuphendula lohlelo lokufunda ngokufundisa nangokufunda, ucwaningo nokubandakanya umphakathi, kanye nenqubo ehlanganisiwe yohlelo lokufunda phakathi kwezigaba na/noma amafakhalithi.
 - (d) Ukubeka uhlelo lokunqanda, lokuvikela izifo nomthetho wokuphatha isandulela-ngculazi nengculazi ukuqinisekisa ukuthi izingozi zokuthelelana noma zokuthelelwa ngesifo ziyavinjelwa okuzokwenza ukuthi kuncishiswe ingozi yaso esikhathini eside nesifushane eNyuvesi.
- 4.2 Kwenziwe umhlinzeko wezinhlelo nemisebenzi efaka:
- (a) Izinhlelo eziqhubekayo nemisebenzi yokuvikela ukutheleleka ngesandulela-ngculazi nengculazi, nezifo zocansi kanye nezinye izifo ezingabaphangi mathuba ngenesifo sofuba;
 - (b) Imihlinzeko yokuphathwa nokwesekwa kwabasebenzi nabafundi abaphila nesandulela-ngculazi nengculazi.
 - (c) Ukuzibandakanya nezinhlangano zangaphandle ezifundeni nakuzwelonke nokubamba iqhaza kumaphrojekthi omphakathi lapho kufanele khona.
 - (d) Amasu okubhekana nezindleko eziqondile nezinqondile zokutheleleka ngesandulela-ngculazi nengculazi enyuvesi mayelana nokwazi ukubhekana nezindleko.
 - (e) Amalungelo abantu ngokuthuthukisa amalungelo omthethosisekelo womuntu wonke e-UJ. Ngale ndlela, i-UJ ingevumele ukucwasana kubafundi noma kubasebenzi kanye namaqembu asesimweni

esibucayi nacwaswayo. Kwakhiwe ikomiti lesandulela-ngculazi nengculazi ngomthetho ochazwe kahle.

- 4.3 Kwenziwe umhlinzeko wamakomiti amancane/ amaqembu asebenzayo, uma kunesidingo, ukubandakanya abamele yonke imikhakha (abasebenzi nabafundi) enyuvesi njengababambisene ngokuphelele ekuthuthukiseni nasekwethuleni amasu aphelele emfundo, ocwaningo, okuvikela nokunakekela.

5. IMIGOMO YENQUBOMGOMO YESIKHUNGO

- 5.1 Ukunikeza ubuholi obuqotho nobuzinikelayo besikhungo nomphakathi ngendima yesikhungo yokukhipha abazuze iziqu, ukuvuselela izifundo zesikhungo nokunikeza ulwazi olusha ngo:
- (a) kuqinisekisa ukusetshenziswa kwamandla okubusa ahlangene ngokubika jikelele ezimweni zamandla okubusa ahlangene kanye nokuphathwa yisiphathimandla neSigele neNhlango;
 - (b) kuzibandakanya okubonakalayo kwabholi babafundi ngokubamba iqhaza kwesigungu sabafundi namakomiti ezindlu;
 - (c) kuqinisekisa ukuthuthukisa amakhono afanele omuntu nomsebenzi ngesandulela-ngculazi

- nengculazi kuhlelo oluhlanganisiwe oluphelele
lwemfundo kuwo wonke amafakhalithi
- (d) kubona nokweseka okufanela imikhakha yocwaningo yezikhungo nabacwaningi ngabanye
 - (e) kunikeza inkulumo-impikiswano evulukile ngezindaba zesandulela ngculazi nengculazi ezizofakwa nezinomthelela ezingxoxweni ezimweni ezifanele emphakathini.
- 5.2 Ukwenza indawo enempilo nephephile enyuvesi esekwe kwizimiso zenkambo elungile, inkambiso esemthethweni, namalungelo abantu ngoku:
- (a) khuluma ngezindaba ezinesisila nokucwasa ngezinqubo-mgomo zezikhungo;
 - (b) Ukuhlinzekwa ngemisebenzi yokweseka ephelele kubasebenzi nabafundi ngokuhlanganisa izinhlelo zesikhungo nezidluliselayo;
 - (c) Ukwenzela abasebenzi base-UJ uhlelo olusebenzayo lwasemsebenzini;
 - (d) Ukubeka phambili izinhlelo zomlamulo zokuvikela, kufaka nemfundo yontanga, iVCT, izinhlelo zokukhuluma ngodlame lobulili nokuqhubekisa ukulingana ngobulili, ukuqeqeshwa okuvikela ukusebenzisa utshwala nezidakamizwa, izinhlelo zemfundo nokuguqula ukuziphatha okuvezwe ucwaningo nokusebenza kahle.
- 5.3 Ukuthola ukuphendula kwesikhungo ngamandla esandulela-ngculazi nengculazi okuqondanisiwe, kwahlanganiswe ngokuphelele ngoku:

- (a) Beka izindawo ezivumela ukubambisana nokushintshana nokuhlukaniswa kwemicabango emihle nokutholiwe phakathi kwezikhungo neminye imiphakathi endaweni eseduze, kuzwelonke nasemhlabeni wonke jikelele;
- (b) Ukwenza amacebo afanele okubhekene nokuphendula kahle ngesandulela-ngculazi nengculazi ngocwango, ngokufundisa, ngokufunda nokubandakanya umphakathi;
- (c) Ukwenza iziphakamiso ukuqhubekiso ukuzibandakanya nokubamba iqhaza okusebenzayo kwezinhlangano zobuholi babafundi zemisebenzi yesandulela-ngculazi nengculazi;
- (d) Nokulinganisa amazinga okufunda okuhle kumilamulo yabasebenzi, yabafundi nokuhlanganyela nomphakathi ezikhungweni nakwezinye izinqubomgomo zikazwelonke nezomhlaba wonke esandulela-ngculazi nengculazi, izinhlelo nezinqubomgomo ngokuqhubekayo

6. UBUBANZI BENQUBO-MGOMO

Le nqubomgomo iqondene nabo bonke abasebenzi base-UJ noma ngabe bakumediical aid noma cha kanti ifaka: imfundo, ezokuphatha yeseke abasebenzi kuzo zonke izikhungo – kuzo zonke izigaba zemisebenzi nabantu abacatshangelwa umsebenzi kanye nabafundi abazofunda

nababhaisile (abangakatholi iziqu, nabangaphezu kweziqo nabafundi abafunda besebenza) benyuvesi. Okuthunyelwe ukuya emisebenzini ye – EAP yangaphandle kuseduze welunga nabasebenzi abaqashwe ngokuphelele nabezinkonhleka e-UJ.

7. UHLELO LWEMISEBENZI UKUZUZA IMIGOMO YENQUBOMGOMO

7.1 LAPHO KUQALWA KHONA

Inqubomgomo yeNyuvesi ngokutheleleka ngesandulela-ngculazi nengculazi iklanywe engqikithini yomthetho-sisekelo waseNingizimu Afrika nomthetho wamalungelo abantu, umthetho wezabasebenzi, umthetho wemibandela eyisisekelo yokuqashwa, umthetho wokuqhubekisa ukulingana nokuvikela ukucwaswa okungafanele, umthetho wokunxephezela ukulimala nezifo emsebenzini, umthetho wezempilo nokuphepha emsebenzini, uhlaka lwenqubo-mgomo ngokutheleleka ngesandulela-ngculazinengculazi emfundweni ephakeme eNingizimu Afrika kanye nenqubomgomo kazwelonke yesandulela-ngculazi/ingculazi yabafundi nabafundisi ezikoleni zomphakathi kanye nabafundi nabafundisi ezikhungtweni zemfundo ephakeme nokuqeqesha necebo likaZwelonke lesandulela-ngculazi/ingculazi lomnyango wemfundo kanye necebo lokuphamba loMnyango wezeMpilo

lesandulela-ngculazi/ingculazi nezifo ezithathelana ngocansi.

- (a) Ngokwakha ukuhlanganyela namagatsha afanele angaphandle naphakathi kwabasebenzi nabafundi ngaphakathi, inyuvesi izinikela ekuhlanganyeleni nezinhlelo eziphelele zesandulela-ngculazi nengculazi ngemizamo yokulwa nale sifo.
- (b) Wonke amalungu omphakathi wasenyuvesi anesibopho ngezimpilo zawo, ukunqanda ukubeka izimpilo zabanye engcupheni, ngendlela angakwazi ngayo nasekunikeleni ekuqedeni lesi sifo.
- (c) Kusetshenziswa isimiso sokuphatha okufanele, okubumbene mayelana nokuphathwa kwezimali.

7.2 IZIMISO

Isimiso esiyisisekelo wukuthi abantu abatheleleke ngesandulela-ngculazi nengculazi baphathwe ngenhlonipho ngazo zonke izindlela njengabanye abantu abanezifo eziyingozi ngokuya ngenqubomgomo yeNyuvesi njengoba iqukethwe kuSithasiselo A.

7.2.1 Isithunzi somuntu

Bonke abantu banelungelo lokuhlonishwa nokuvikelwa.

7.2.2 Ukulingana, amalungelo nezibopho

- (a) Bonke abasebenzi na/noma abafundi banelungelo lokuba sendaweni yokusebenza/yokufunda ephaphile nokuvikelwa kukutheleleka ngezifo kanti futhi banesibopho esifanayo sokugcina le ndawo.

- (b) Abasebenzi/abafundi abaphila negciwane lesandulela-ngculazi nengculazi banamalungelo afanayo njengabanye abasebenzi/abafundi ukuphila impilo yabo yasemsebenzini/yasesikoleni ngendlela ephelele nokuba nesibopho sokungandisi isifo ngabomu.

7.2.3 Ukungacwasani

- (a) Abasebenzi/abafundi bavikelekile ekucwasweni, kususila nasekuhlushweni.
- (b) Kufanele kwenzelwe amalungu omphakathi wasenyuvesi indawo exhasayo nengacwasi kungakhathalekile ukuthi bathelekile noma bathintekile yisandulela-ngculazi nengculazi, ukuze kuqedwe ukubandlulula nokucwasa.

7.2.4 Ukuvuma ngokufundiswa

- (a) Akukho msebenzi/mfundi/siguli esizohlololwa isandulela-ngculazi ngaphandle kokuvumelana okufundisiwe.
- (b) Ukuhlola kumele kulandelwe ukwelulekwa okufanele.
- (c) Ukudalula kwabanye kungenziwa kuphela uma kukhona okubhalwe phansi umuntu othintekayo.

7.2.5 Imfihlo

- (a) Inyuvesi ihlonipha amalungelo omuntu ngamunye ngokugcina imfihlo yakhe ngesimo seSANDULELA-NGCULAZI neNGCULAZI sakhe ngaphandle kokuthi kuvezwe ngandlela thize umthetho.
- (b) Ukuhlola nokwelulekwa ekhampasi kwenziwa ngokuzithandela nangemfihlo.

- (c) Noma yimuphi umuntu owembulelwe ngesimo somuntu unesibopho ngokomthetho ukugcina lokho kuyimfihlo. Uma engaphula lesi sithembiso anganikezwa abomthetho noma aqondiswe izigwegwe.

7.2.6 **Imbaba, ukwemukela nokweseka**

- (a) Imbaba, ukwemukela nokweseka abasebenzi nabafundi abazikhethela ukavela obala ngesimo sabo sesandulela-ngculazi kuqhutshekiswa ngoku:
- (b) khuthaza abantu abaphila obala nesandulela-ngculazi nengculazi ukuthi babambe iqhaza ezinhlelweni zemfundo, zokunqanda nokuqaphelisa abanye.
- (c) khuthaza ukuqanjwa kwamaqembu aseka abasebenzi nabafundi abaphila nesandulela-ngculazi nengculazi noku.
- (d) qinisekisa ukuthi abantu abavele obala ngesimo sabo sesandulela-ngculazi abacwaswa noma bahlushwe/ banembekezelwe.

7.3 **UKUPHATHWA KOKUTHELELEKA NGESANDULELA-NGCULAZI NENGCULAZI**

- 7.3.1 Ikomiti lenyuvesi lesandulela-ngculazi nengculazi Ikomiti lenyuvesi lesandulela-ngculazi nengculazi lisebenza ngokomthetho njengoba ubekiwe kuSithasiselo B.
- 7.3.2 Icebo lokutheleleka ngesandulela-ngculazi nengculazi
 - (a) Icebo lenyuvesi lokutheleleka ngesandulela-ngculazi nengculazi lisekwe kunqubo ephelele

yokuphathwa kokutheleleka ngesandulela-
ngculazi nesifo esingubhubhane sengculazi kanti
lakhiwe ngokuhambelana nale nqubomgomo,
uhlaka lwenqubomgomo ngesandulela-ngculazi
nengculazi eMfundweni ePhakeme eNingizimu Afrika
necebo likaZwelonke lengculazi laseNingizimu Afrika.

- (b) Le cebo libhekwa lilungiswe njalo njalo libukezwe
minyaka yonke. Bheka isithasiselo C.

7.3.3 IZINHLELO EZIVAMILE NEMISEBENZI

Zonke izinhlelo nemisebenzi yemfundo, yocwaningo,
yokuvikela, okweluleka, yokunakekela nokweseka
yokutheleleka ngesandulela-gculazi nengculazi
ibhekwa kungqikithi yokuhlalisana kwabantu.
Ngale ndlela inyuvesi iyazibophezela ngokwakha
ubudlelwana nezinhlangano zikahulumeni
nekungezona ezikahulumeni nezinhlangano
ezizimele, ukwenzela ukwethulwa kwezinhlelo
ezisebenzayo, ezonga imali nezizohlala isikhathi eside
zokutheleleka ngesandulela-ngculazi nengculazi.

7.3.3.1 Izinhlelo zemfundo

- (a) Bonke abasebenzi nabafundi banokufinyelela
ezinhlelweni zemfundo nezokuqwashisa
ngokutheleleka ngesandulela-ngculazi nengculazi.
Izinhlelo ezinje zinikeza ulwazi zifundise ngamakhono
adingekayo emphakathini waseNyuvesi ukuzivikela
kanye nabanye ekuthelelekeni nokuqeda ukucwasana
kanye nokunikeza ukuqondiswa kubasebenzi
nabafundi ukuthi baphile kanjani, basebenze kanjani
nokuthi bahlangane kanjani nabantu abaphila

nesandulela-ngculazi nengculazi. Kunikezwe nolwazi ngokuqaphela okuphephile jikelele emsebenzini nasendaweni yokufunda.

- (b) Lapho kufanele khona, imfundo ngesandulela-ngculazi nengculazi yakha ingxenye yohlelo lwaseNyuvesi olufinyelela kude.
- (c) Kunakwa izindaba ezihambelana nalesi sihloko njengozwelo ngobulili kanye nokudlwengulwa, ukuhlukumezeka ngokocansi nodlame.

7.3.3.2 Ucwangingo

- (a) Inyuvesi ikhuthaza ucwangingo lwabeziqo eziphezulu oluncike kukutheleleka ngesandulela-ngculazi nengculazi lapho kufanele khona
- (b) Inyuvesi ikhuthaza ukubambisana ngocwangingo ngokusebenzisana, nabangaphakathi, nabangaphandle nabasemhlabeni jikelele ngenhloso yo:
 - (i) kwabelana ngamakhono amayelana nokusebenza okuhle kakhulu ekuphathweni kwesandulela-ngculazi nengculazi;
 - (ii) kuba namaprojekthi ahlanganisiwe na/noma okuqondisa izigwegwe
 - (iii) kwenza amathuba okuthola izimali.
- (c) Yonke imisebenzi emayelana nokuqoqwa, inhlanganisela nokwabelwa kolwazi mayelana nesandulela-ngculazi yenziwa ngokuhambelana nemihlinzeko yekhodi lenyuvesi lokuziphathatha ngokwemfundo nocwangingo.

7.3.3.3 Imisebenzi yokunakekela nokuxhasa s

- (a) Ukuhlelela isandulela-ngculazi ngokuzithandela

- kwabasebenzi nabafundi;
- (b) Ukugcina imfihlo yokwelulekwa ngaphambi nangemuva kokuhlolola isandulela-ngculazi;
 - (c) Ukuxhasa nokweluleka abasebenzi nabafundi abathelekile na/noma abathintekile;
 - (d) Lapho kudingeka khona, abasebenzi nabafundi mabadluliselwe ekuphathweni okungaphezulu ezigabeni ezifanele enyuvesi na/noma kochwepheshe, ezikhungweni na/noma ezinhlanganweni zomphakathi;
 - (e) Uma kwenzeka kwakhiwe amaqembu aseka abasebenzi nabafundi abatheleleke na/noma abathintekile yisandulela-ngculazi nengculazi,
 - (f) Izinhlelo zokuphila okuhle;
 - (g) Amajazi omkhwenyana ayatholakala ezindaweni ezisobala nje.

8. INDLELA ISIKHUNGO ESIGCINA NGAYO INDAWO IPHEPHILE ENABANESANDULELA- NGCULAZI NENGCULAZI NGOKWEHLISA UBUNGOZI

- 8.1 Ngezimiso zomthetho wokunxephezela ngokulimala nezifo zasemsebenzini (130 of 1993), ukutheleleka ngesandulela-ngculazi kungathathwa

njengengozi uma lokho kuthelaleka kwenzeke ngesehlakalo esenzeke emsebenzini womuntu nokuthi isikhathi, usuku indawo nesimo sesehlakalo sivezwe ngendlela echazwe umthetho.

- 8.2 Ngokwabasebenzi, abafundi neziguli, inyuvesi izonikeza ngendlela okufinyeleleka ngayo indawo ephaphile yokusebenza, yokufunda neyomtholampilo.
- (a) Kubekwe izindlela ezivunyiwe zomhlaba wonke zokulawula ukuthelaleka kanti zisetshenziswa emitholampilo, kumalabhorathri, ezinkundleni zemidlalo naseziteshini zosizo lokuqala.
- (b) Kuhlinzekwe ngempahla efanele, izingubo zokuvikela (isib. amagilavu) nezindawo zokulahla okungcolile okungaba nezfo kwasemtholampilo, wasemalabhorathri, ezindaweni lapho kutholakala usizo oluphuthumayo lwezempilo kanye naseziteshini zosizo lokuqala.
- (c) Izivumelwano okuvunyelwene ngazo ezimayelana nokuqwashiswa jikelele ngokulawula ukuthelaleka nokubhekana noketshezi lomzimba/okuvela eceleni kuyakhonjiswa nakho kuzo zonke izindawo zomsebenzi.
- (d) Ukufundiswa nokuqeqeshwa kwabasebenzi nabafundi abafanele ngokulawula ukuthelaleka komhlaba wonke, izingubo zokuvikela, izindawo zokulahla okungcolile nenqubomgomo yothi lwenalithi.
- 8.3 Inqubomgomo yothi lwenalithi ikhona

kanti iyasetshenziswa kuzo zonke izindawo ezisemthethweni, (isib. emitholampilo nasemalaborathri) nakuzo zonke izimo ezithathwa njengezisemthethweni enyuvesi (isib. izindawo zemidlalo nezempilo nezithuthi eziseka impilo)

- 8.4 Ukuvezwa kwesandulela-ngculazi esitholakale emsebenzini kuphathwa ngendlela yomthetho wokuphepha nezindlela ezibekwe yiKomiti lokweluleka lezempilo nokuphepha lenyuvesi elivunywe yiKomiti elisebenzayo lokuphatha leSiphathimandla.
- (a) Zonke izehlakalo ezihambelana nesandulela-ngculazi zibikwa eSigabeni sezeMpilo nokuPhepha ngokuhambelana nezinqubo zomthetho efomini elidingeka ngaphambili masinyane ngendlela okungenziwa ngayo.
- (b) Abasebenzi, abafundi neziguli abatheleleke ngesifo besemsebenzini, besezifundweni zabo noma njengeziguli bazothola usizo olufanele enyuvesi ngokulandela izinqubo ezithile. Lokhu kungafaka imishanguzo yengculazi (nokwelulekwa okufanele), ngaphansi kokwelulekwa ngezempilo, esimweni esiphuthumayo esibhedlele sikahulumeni noma esizimele okuzoya ngomshwalense osetshenziswayo.
- (c) Uma kunesidingo ukunakekelwa okuza muva nokwesekwa kuyatholakala ngokuya ngemihlinzeko yale nqubomgomo.

9. UBUMELI, UKUXHUMANA NOKUKHANGISA

9.1 Ikomiti lase-UJ lesandulela-ngculazi nengculazi, lizoqinisekisa ukuthi ukuxhumana nokuqwashiswa ngenqubomgomo yesandulela-ngculazi kuyenzeka emphakathini wonke jikelele wase-UJ:

1. **IMEC/MECA/ELG**

UMUNTU ONESIBOPHO

Omele i-MEC

2. **IMIHLANGANO YEBHODI YEFAKHALITHI**

YEMFUNDO

UMUNTU ONESIBOPHO

Omele imfundo

3. **IZINYUNYANA**

UMUNTU ONESIBOPHO

Omele izinyunyana

4. **ISRC NAMAKOMITI EZINDLU**

UMUNTU ONESIBOPHO

Umqondisi oyisiphathimandla: Izindaba zabafundi

5. **ABASEBENZI BASE-UJ**

UMUNTU ONESIBOPHO

Abamele ezabasebenzi nomsebenzi

6. **UKUKHANGISA NOBUMELI**

UMUNTU ONESIBOPHO

Ukukhangisa okuhlangeneyo, uSihlalo we-IOHA

9.2 **UKUBHEKANA NESISILA, UKUCWASA
NAMAQEMBU ANOKULIMALA**

Isisila, ukucwasa namaqembu anokulimala azokwenza ingxenye yazo zonke izinhlelo zemfundo nezokuqwashisa zase-UJ. Kuzonakwa kakhulu abesifazane nabasebasha ukwehlisa amandla egciwane lesandulela-ngculazi esikhungweni.

10. **UKUXWAYISA NOKUHLOLA**

I-UJ ibone ukubaluleka kwenqubo yokuxwayisa nokuhlola ukulinganisa inqubekela-phambili. Ukweseka lokhu yakhe imihlahlandlela ecacile yokubika ngeSigaba sokubusa ngokuhlanganyela senyuvesi. Izinkomba ezithile zizobekwa endaweni ngayinye yithimba lokuxwayisa nokuhlola elifaka: i-IOE, ukubusa ngokuhlanganyela ne-IOHA.

11. **INQUBO YOKUBUKEZA
INQUBOMGOMO**

- 11.1 Ukubukeza njalo inqubomgomo kwenziwa ngokuhambelana nesivumelwano seNqubomgomo yase-UJ ekuthuthukisweni kwenqubomgomo. Inqubo yenzeka uma kuxhunyanwa nezimo ezinqinisekiso efakhalithini nasezingeni lesikhungo nangaphansi kwezigameko ezithokoziso zomgqini osemthethweni wale nqubomgomo okunguRejista.
- 11.2 Izingqubo ziyabukezwa minyaka yonke ngokuya ngezinto zesayensi ezintsha ezifunyenwe, izichibiyelo kumthetho kaZwelonke na/noma amacebo kazwelonke noma esifunda.

12. IGUNYA LENQUBOMGOMO

- 12.1 **Ikomiti yenyuvesi yesandulela-ngculazi nengculazi**
Ikomiti yenyuvesi yesandulela-ngculazi nengculazi
isebenza ngokomthetho njengoba kubekiwe
kuSithathiselo B.

13. UHLU LWEMITHOMBO ESETSHENZISIWE

- (a) The Universal Declaration of Human Rights, (1948).
- (b) The African Charter of Human and People's rights, (1986).
- (c) The Constitution of South Africa, (no. 108 of 1996).
- (d) Presidency. South African Policy Framework for Women Empowerment and Gender Equality, (2000).
- (e) The Higher Education Act (No. 18207 of 1997).
- (f) Department of Health: ISANDULELA-NGCULAZI and INGCULAZI/STD Strategic Plan for South Africa 2000 – 2005, (1999).
- (g) Department of Health: ISANDULELA-NGCULAZI & INGCULAZI and STI National Strategic Plan 2007 – 2011, (2006).
- (h) CDC/ATSDR: Protocol for Handling Occupational Exposures to Human Immunodeficiency Virus (ISANDULELA-NGCULAZI) (1192).
- (i) HEINGCULAZI: HEINGCULAZI Strategic Framework 2006 – 2009

- (j) Promotion of Equality and Prevention of Unfair Discrimination Act (No. 4 of 2000).
- (k) Department of Education: National Policy on ISANDULELA-NGCULAZI & INGCULAZI for learners and Educators in Public Schools, and Students and Educators in Further Education and Training Institutions, (1926 of 1999 Government Gazette).
- (l) Department of Health: Management of Occupational Exposure to the Human Immuno-deficiency Virus (ISANDULELA-NGCULAZI), (1999).
- (m) Department of Labour: Code of Good Practice on key aspects of ISANDULELA-NGCULAZI & INGCULAZI and employment, (2000).
- (n) Department of Labour: ISANDULELA-NGCULAZI & INGCULAZI Technical Assistance guidelines (Undated).
- (o) Department of Public Service and Administration: Managing ISANDULELA-NGCULAZI & INGCULAZI in the Workplace: A guide for Government Department (1999).
- (p) Occupational Health and Safety Act 85 (1993).
- (q) Policy Framework on ISANDULELA-NGCULAZI and INGCULAZI for Higher Education in SA (2008).
- (r) The Employment Equity Act 55 (1998).
- (s) The Labour Relations Act (No. 66 of 1996).
- (t) The Basic Condition of Employment Act (No. 75 of 1997).
- (u) The Medical Schemes Act (No. 131 of 1998).

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- (v) The Promotion of Equality and Prevention of Unfair Discrimination Act (No. 4 of 2000).
- (w) The Mine Health and Safety Act (No. 29 of 1996).
- (x) The Compensation of Occupational injuries and Diseases Act of 130 (1993).
- (y) ILO. Code of Practice on ISANDULELA-NGCULAZI & INGCULAZI and the World of Work (2002).

