



Inqubomgomō:

UKUTHELELEKA NGESANDULELA-
NGCULAZI NENGFULAZI



UNIVERSITY
OF
JOHANNESBURG



INSTITUTIONAL OFFICE FOR HIV AND AIDS



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INQUBOMGOMO: UKUTHELELEKA NGESANDULELA-
NGCULAZI NENGULAZI

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	





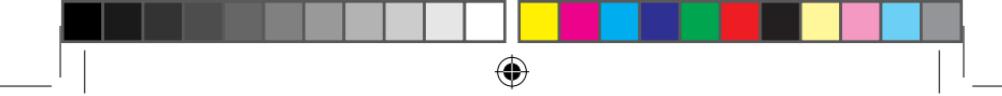
Imiqulu ehambelanayo

Imiqulu yase-UJ (isib. Izinqubomgommo, Imithetho, Imihlahlandela, Izinkontilaka <ul style="list-style-type: none">• Ukwazi ukusebenzisa iNqubomgommo yowlazi;• Indlela yokuziphatha yenkanthro esemthethweni kwezemfundo nocwaningo• Imibandela yokuqashwa	Okunye (isib. Umthetho, iDoE neHEQC iziqondiso nemihlahlandlela) <ul style="list-style-type: none">• Umthetho womthethosisekelo waseNingizimu Afrika (we-108 we-1996);• Umthetho wezimo eziyisisisekelo zokuqashwa (wama-75 we-1997);• Umthetho wokunxephezelwa ngokulimala nezifo zasemsebenzini (we-130 we-1993);• UMnyango weMfundu: 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);• Inqubomgommo kaZwelonke yeSandulelangculazi neNgculazi kubafundi nothisha ezikoleni zikhulumeni nabafundi nothisha ezikhungweni zemfundo ephakeme nokuqequesha (yama-27 ye-1996);• Uhlaka lweNqubomgommo kuSandulelangculazi neNgculazi eMfundweni ephakeme eNingizimu Afrika (2008)
abantu abathintekayo ngalo mqulu (lzimpiko nezigaba okumele baziwayeze wona):	<ul style="list-style-type: none">• Bonke abasebenzi nabasazoqashwa eNyuvesi.• Bonke abafundi ababhalisile nabasazobhalisa eNyuvesi.
Ikheli lewebhusayithi yalo mqulu:	



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1. IZIFINYEZO NAMA-AKHRONIMI

AIDS	Ingculazi
ART	Ukwelashwa ngomshanguzo
ARV	Umshanguzo
CD4	Okusiza amandla omzimba kumaseli aneCD4 ezikhumbeni zawo
CHE	Inhlango yeMfundu ePhakeme
DOE	UMnyango weMfundu
DOH	UMnyango wezeMpilo
EAP	Uhlelo olusiza abasebenzi
HAART	Ukwelapha okusebenza kakhulu komshanguzo
HE	IMfundu ePhakeme
HEAIDS	Uhlelo lwasandulela-ngculazi nengculazi lweMfundu ePhakeme
HEIs	Izikhungo zeMfundu ePhakeme
HESA	IMfundu ePhakeme eNingizimu Afrika
HIV	Isandulela- ngculazi
HR	Ezabasebenzi nemisebenzi
ILO	Umkhandlu wabasebenzi kumhlaba wonke
IOHA	Ihhovisi yesikhungo yesandulela-ngulazi nengculazi
LRA	Umruthetho ophathelene nezabasebenzi
M&E	Ukuwayisa nokuhlolola
MEC	Ikomit iokuphatha eliyisiphathimandla
NGO	Inhlango engeyona kahulumeni



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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	Umpakathi wentuthuthuko waseNingizimu Afrika
STDs	Izifo ezithathelana ngokocansi
STIs	Izifo ezithathelana ngokocansi
TB	Isifo sofuba
UJ	Inyubesи yaseJohannesburg
VCT	Ukuzikhethela ukwelulekwa nokuhlola



2. ISANDULELO

INQUBOMGOMO YOKUTHELELWA ISANDULELA NGCULAZI NENGULAZI

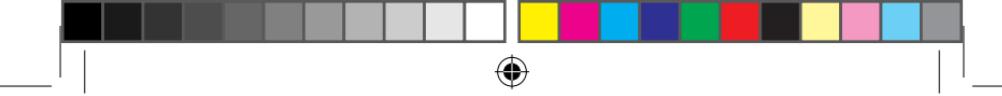
Inyuvesi yaseJohannesburg iyabuvuma ubunzima bokuthelelwa yiSandulela ngculazi nesifo seNgculazi nomthelela waso kubasebenzi, abafundi neziguli ezelashwa emtholampilo wase-UJ kanye nomphakathi jikelele. Inyuvesi ithathwa njengephelele kanti ihlinzeka ngezinhlelo zemfundo nezemisebenzi Inyuvesi yase-Johannesburg 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 ababhakene nemikhakha yabo nocwaningo, bangafaka isandla ezindabeni ezimayelana nokutheleleka ngegeciwane leSandulela-ngculazi neNgculazi kuwo wonke amazinga omphakathi.



3. IZINCAZEO ZEMIQONDO ESEMQOKA

- 3.1 Isandulela ngculazi simele igciwane elenza umzimba ungakwazi ukukhiqiza isivikeli esanele ukulwisa izifo, okwenza lokhu kungaba okuzalwe nomuntu noma ufuso (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 Izinhlobo ezhamba 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, kumalabhorathri, 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 liqaphelle okuqhubekeyo emhlabeni wonke ngesandulela-ngculazi nengculazi lihlele ngokuqondisa ukulamula "kule misenbenzi emihle" ngezimiso ezingalinganiswa. Yingakho kubalulekile ukuba nenqubo esebebenzayo yokuxwayisa nokuhlolola ukweseka lezwi lokuphendula.

4. INHLOSO YENQUBOMGOMO

Inhloso yale nqubomgommo:

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

(c) Izwi lokuphendula lohlelo lokufunda ngokufundisa nangokufunda, ucwaningo nokubandakanya umphakathi, kanye nenqubo ehlanganisiwe yohlelo lokufunda phakathi kwezigaba na/noma amafakhalthi.

(d) Ukubeka uhlelo lokunqanda, lokuvikela izifo nomthetho wokuphatha isandulela-ngculazi nengculazi ukuqinisekisa ukuthi izingozi zokuthelelana noma zokuthelelwa ngesifo ziyanjinjelwa okuzokwenza ukuthi kuncishiswe ingozi yaso esikhathini eside nesifushane eNyuvesi.

4.2 Kwenziwe umhlinzeko wezinhlelo nemisebenzi efaka:

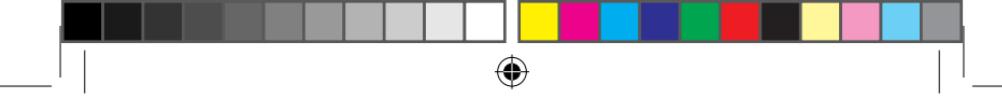
(a) Izinhlelo eziqhube kayo nemisebenzi yokuvikela ukutheleleka ngesandulela-ngculazi nengculazi, nezifo zocansi kanye nezinye izifo ezingabaphangi mathuba ngengesifo sofuba;

(b) Imihlinzeko yokuphathwa nokwesekwa kwabasebenzi nabafundi abaphila nesandulela-ngculazi nengculazi.

(c) Ukuzibandakanya nezinhlangano zangaphandle ezifundeni nakuzwelonke nokubamba iqhaza kumaphrokethi omphakathi lapho kufanele khona.

(d) Amasu okubhekana nezindleko eziqondile nezingaqondile 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

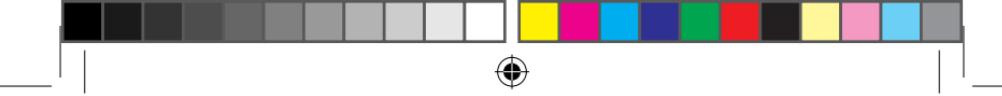


esibucayi nacwaswayo. Kwakhiwe ikomiti lesandulela-ngculazi nengculazi ngomthetho ochazwe kahle.

- 4.3 Kwenziwe umhlinzeko wamakomiti amancane/amaqembu asebenzayo, uma kunesidingo, ukubandakanya abamele yonke imikhakha (abasebenzi nabafundi) enyuesi njengababambisene ngokuphelele ekuthuthukiseni nasekwethuleni amasu aphelele emfundu, 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 kwabaholi babafundi ngokubamba iqhaza kwsigungu sabafundi namakomiti ezindlu;
 - (c) kuqinisekisa ukuthuthukisa amakhono afanele omuntu nomsebenzi ngesandulela-ngculazi



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- nengculazi kuhlelo oluhlanganisiwe oluphelele
lwemfundu kuwo wonke amafakhalthi
- (d) kubona nokweseka okufanelo imikhakha yocwaningo
yezikhungo nabacwaningi ngabanye
- (e) kunikeza inkulomo-impikiswano evulukile ngezindaba
zesandulela nculazi 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-mgomomo zezikhungo;
- (b) Ukuhlinzekwa ngemisebenzi yokweseka ephelele
kubasebenzi nabafundi ngokuhlanganisa izinhlelo
zesikhungo nezidluliselayo;
- (c) Ukwenzela abasebenzi base-UJ uhlelo olusebenzayo
lwasemsebenzini;
- (d) Ukubeka phambilizinhlelo zomlamulo zokuvikela,
kufaka nemfundu yontanga, iVCT, izinhlelo
zokukhuluma ngodlame lobulili nokuqhubelekisa
ukulingana ngobulili, ukuqeleshwa okuvikela
ukusebenzisa utshwala nezidakamizwa, izinhlelo
zemfundu nokuguqula ukuziphatha okuvezw
ucwaningo nokusebenza kahle.
- 5.3 Ukuthola ukuphendula kwsikhungo ngamandla
esandulela-nculazi 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 kahe ngesandulela-ngculazi nengculazi ngocwaningo, 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 ezhkhungweni nakwezinye izinqubo-mgomo zikazwelonke nezomhlabo wonke esandulela-ngculazi nengculazi, izinhlelo nezinqbomgomgo ngokuqhubekayo

6. UBUBANZI BENQUBO-MGOMO

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

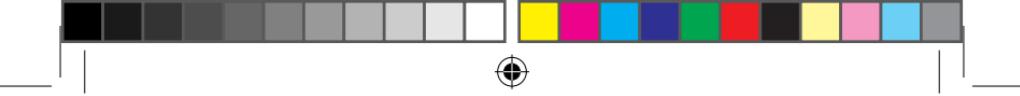


nababhalisile (abangakatholi iziqu, nabangaphezu kweziqu nabafundi abafunda besebenza) benyuvesi. Okuthunyelwe ukuya emisebenzini ye – EAP yangaphandle kuseduze welunga nabasebenzi abaqashwe ngokuphelele nabezinkonhleka e-UJ.

7. UHLELO LWEMISEBENZI UKUZUZA IMIGOMO YENQUBOMGOMO

7.1 LAPHO KUQALWA KHONA

InqubomgomoyeNyuvesi 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 wokunxphezelaukulimala nezifo emsebenzini, umthetho wezempiilo nokuphepha emsebenzini, uhlaka Iwenqubo-mgomo ngokutheleleka ngesandulela-ngculazinengculazi emfundweni ephakeme eNingizimu Afrika kanye nenqubomgomokazwelonke yesandulela-ngculazi/ingculazi yabafundi nabafundisi ezikoleni zomphakathi kanye nabafundi nabafundisi ezikhungtweni zemfundo ephakeme nokuqequesha necebo likaZwelonke lessandulela-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, inyuesi izinikela ekuhlanganyeleni nezinhlleo 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, okumbene mayelana nokuphathwa kwezimali.

7.2 IZIMISO

Isimiso esiyisisekelo wukuthi abantu abatheleleke ngesandulela-ngculazi nengculazi baphathwe ngenhlonipho ngazo zonke izindlela njengabanye abantu abanezifo eziyingozi ngokuya ngenqubomgomu 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 ephephile 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 ephelile nokuba nesibopho sokungandisi isifo ngabomu.

7.2.3 **Ukungacwasani**

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

7.2.4 **Ukvuma ngokufundiswa**

- (a) Akukho msebenzi/mfundu/siguli esizohlolewa 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) Inyuesi 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 owembulelw ngesimo somuntu unesibopho ngokomthetho ukugcina lokho kuyimfihlo. Uma engaphula lesi sitembiso anganikezwa abomthetho noma aqondiswe izigwegwe.

7.2.6 Imbabba, ukwemukela nokweseke

- (a) Imbabba, ukwemukela nokweseke abasebenzi nabafundi abazikhethela ukuvela obala ngesimo sabo sesandulela-ngculazi kuqhutshekiswa ngoku:
- (b) khuthazaabantu 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 NENGULAZI

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



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yokuphathwa kokutheleka ngesandulela-nculazi nesifo esingubhubhane sengculazi kanti lakhiwe ngokuhambelana nale nqubomgom, uhlaka lwenqubomgom ngesandulela-nculazi nengculazi eMfundweni ePhakeme eNingizimu Afrika necebo likaZwelonke lengculazi laseNingizimu Afrika.

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

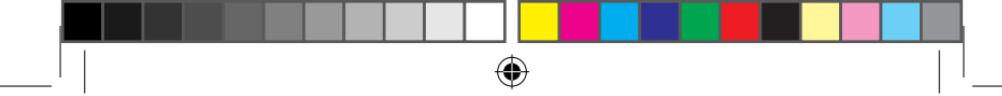
7.3.3 IZINHLELO EZIVAMILE NEMISEBENZI

Zonke izinhlelo nemisebenzi yemfundo, yocwaningo, yokuvikela, okweluleka, yokunakekela nokweseka yokutheleka ngesandulela-gculazi nengculazi ibhekwa kungqikithi yokuhalisana kwabantu.

Ngale ndlela inyuesi iyazibophezel a ngokwakha ubudllelwan a nezinhlangano zikahulumeni nekungezon a ezikahulumeni nezinhlangano ezizimele, ukwenzela ukwethulwa kwezinhhlelo ezisebenzayo, ezonga imali nezizohlala isikhathi eside zokutheleka ngesandulela-nculazi nengculazi.

7.3.3.1 Izinhlelo zemfundo

- (a) Bonke abasebenzi nabafundi banokufinyelela ezinhlelweni zemfundo nezokuqwahisa ngokutheleka ngesandulela-nculazi nengculazi. Izinhlelo ezinje zinikeza ulwazi zifundise ngamakhono adingekayo emphakathini waseNyuesi ukuzivikela kanye nabanye ekuthelekeni nokuqed a 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-ngeculazi nengculazi yakha ingxenye yohlelo lwaseNyuesi olufinyelela kude.
- (c) Kunakwa izindaba ezihambelana nalesi sihloko njengozwelo ngobulili kanye nokudlwengulwa, ukuhlukumezeka ngokocansi nodlame.

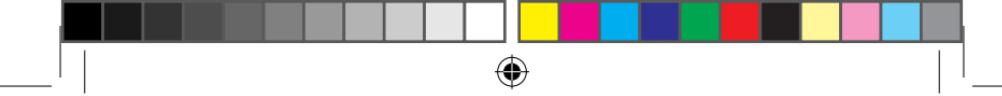
7.3.3.2 Ucwaningo

- (a) Inyuesi ikhuthaza ucwaningo lwabeziq uziphezelu oluncike kukutheleleka ngesandulela-ngeculazi nengculazi lapho kufanele khona
- (b) Inyuesi ikhuthaza ukubambisana ngocwaningo ngokusebenzisana, nabangaphakathi, nabangaphandle nabasemhlabeni jikelele ngenhloso yo:
 - (i) kwabelana ngamakhono amayelana nokusebenza okuhle kakhulu ekuphathweni kwesandulela-ngeculazi nengculazi;
 - (ii) kuba namaphrokthi ahlanganisiwe na/noma okuqondisa izigwegwe
 - (iii) kwenza amathuba okuthola izimali.
- (c) Yonke imisebenzi emayelana nokuqoqwa, inhlanganisela nokwabelwa kolwazi mayelana nesandulela-ngeculazi yenziwa ngokuhambelana nemihlinzezo yekhodi lenyuesi lokuziphathatha ngokwemfundu nocwaningo.

7.3.3.3 Imisebenzi yokunakekela nokuxhasa s

- (a) Ukuhlollela isandulela-ngeculazi ngokuzithandela





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- kwabasebenzi nabafundi;
- (b) Ukugcina imfihlo yokwelulekwa ngaphambi nangemuva kokuhlolela isandulela-ngculazi;
 - (c) Ukuhlasa nokweluleka abasebenzi nabafundi abathelelekile na/noma abathintekile;
 - (d) Lapho kudingeka khona, abasebenzi nabafundi mabadluliselwe ekuphathweni okungaphezulu ezigabenzi ezifanele enyuvesi na/noma kochwepheshe, ezikhungweni na/noma eziinhlanganweni 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 ezsobala nje.

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

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



- njengengozi uma lokho kuthelileka kwenzeke
ngesohlakalo esenzeke emsebenzini womuntu
nokuthi isikhathi, usuku indawo nesimo sesehlakalo
sivezwé ngendlela echazwe umthetho.
- 8.2 Ngokwabasebenzi, abafundi neziguli, inyuvesi
izonikeza ngendlela okufinyeleleka ngayo
indawo ephephile yokusebenza, yokufunda
neyomtholampilo.
- (a) Kubekwe izindlela ezivunyiwe zomhlaba wonke
zokulawula ukuthelileka kanti zisetsheziswa
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 lwezempiro kanye naseziteshini
zosizo lokuqala.
- (c) Izivumelwano okuvunyelwene ngazo ezimayelana
nokuwashisa jikelele ngokulawula ukuthelileka
nokubhekana noketshezi lomzimba/okuvela
eceleni kuyakhonjiswa nakho kuzo zonke izindawo
zomsebenzi.
- (d) Ukufundiswa nokuqeleshwa kwabasebenzi nabafundi
abafanele ngokulawula ukuthelileka komhlaba wonke,
izingubo zokuvikela, izindawo zokulahla okungcolile
nenqubomgomo yothi lwenalithi.
- 8.3 Inqubomgomo yothi lwenalithi ikhona



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kanti iyasetshenziswa kuzo zonke izindawo
ezisemthethweni, (isib. emitholampilo
nasemalabhorathri) 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 ezbekwe 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 esibhedele sikahulumeni noma
esizimele okuzoya ngomshwalense osetshenziswayo.
- (c) Uma kunesidingo ukunakekelwa okuza muva
nokwesekwa kuyatholakala ngokuya ngemihlinzeko
yale nqubomgomgo.



9. UBUMELI, UKUXHUMANA NOKUKHANGISA

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

1. IMEC/MECA/ELG

UMUNTU ONESIBOPHO

Omele i-MEC

2. IMIHLANGANO YEBHODI YEFAKHALITHI YEMFUNDU

UMUNTU ONESIBOPHO

Omele imfundu

3. IZINYUNYANA

UMUNTU ONESIBOPHO

Omele izinyunyana

4. ISRC NAMAKOMITI EZINDLU

UMUNTU ONESIBOPHO

Umqondisi oyisiphathimandla: Izindaba zabafundi

5. ABASEBENZI BASE-UJ

UMUNTU ONESIBOPHO

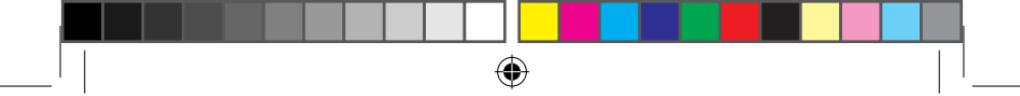
Abamele ezabasebenzi nomsebenzi

6. UKUKHANGISA NOBUMELI

UMUNTU ONESIBOPHO

Ukukhangisa okuhlangeneyo, uSihlalo we-IOHA





9.2 UKUBHEKANA NESISILA, UKUCWASA NAMAQEMBU ANOKULIMALA

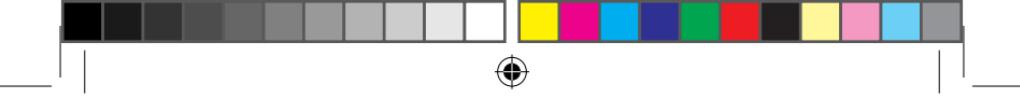
Isisila, ukucwasa namaqembu anokulimala azokwenza ingxene yazo zonke izinhlelo zemfundo nezokuqwashisa zase-UJ. Kuzonakwa kakhulu abesifazane nabasebasha ukwehlisa amandla egciwane lesandulela-ngculazi esikhungweni.

10. UKUXWAYISA NOKUHLOLA

I-UJ ibone ukubaluleka kwenqubo yokuxwayisa nokuhlolola ukulinganisa inqubekela-phambili. Ukweseeka lokhu yakhe imihlahlandlela ecacile yokubika ngeSigaba sokubusa ngokuhlanganyela senyuvesi. Izinkomba ezithile zizobekwa endaweni ngayinye yithimba lokuxwayisa nokuhlolola 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 eziqinisekisayo efakhalithini nasezingeni lesikhungo nangaphansi kwezigameko ezithokozisayo zomgcini osemthethweni wale nqubomgomo okunguRejista.
- 11.2 Izinqubo 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-nculazi nengculazi**
Ikomiti yenyuvesi yesandulela-nculazi 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



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- (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).

