14 Mbasa (April) 2021

Malungu e-**NEHAWU, e-NTEU ne-UKSU**

Umbiko mayelana nezindaba zamaholo.

Njengokomyalelo odlule wangomhla zili-16 kuNdasa (March), kwaphethwa ngokungavumelani emhlanganweni owawuhleliwe. Lokhu kwalandelwa wuhlelo lokuxazulula olwaba Phakathi kwabaphathi nezinyunyana zontathu ngomhla wama-24 kuNdasa (March). Akubanga nanqubekelaphambili nhlobo. Umxazululi wacela ukuhlangana nezinhlangothi zombili ngokuhlukana.

Umxazululi waqala ngokuhlangana nabaphathi walandela ngezinyunyana ngomhla we-7 kuMbasa (April). Okwacelwa abaphathi besebenzisa umxazulili yilokhu:

- Banikwe ithuba lokwenza izethulo kubasebenzi mayelana nesikhathi sohlelo lokululamiswa kwesikhungo ngokwezimali kanye nezinhlelo zokuguqula isimo senyuvesi sezezimali.
- ISekelashansela lizimisele ngokwenza izethulo kubasebenzi mayelana nohlelo lokuvuselelwa kwesikhungo, kodwa, lacela kuhlukaniswe izindaba zokuvuselelwa kwesikhungo kwezamaholo.
- Ukuletha bonke abathintekayo ukuze bachazele abasebenzi ngesimo sezimali eNyuvesi okuhlanganisa ne-CFO.
- Abaphathi bazimisele ukubhekisisa kabusha uvo lwabo uma, emva kwezethulo ngesimo sezimali eNyuvesi, **izinyunyana zingakhombisa ukuthi** ukukhushulwa kwamaholo kuyinto engenzeka.

Emva komhlangano wangomhla ziyi-7 kuMbasa (April) nomxazululi izinyunyana zontathu zakhipha isiphakamiso ngokuhlanganyela ngomhla ziyi-8 kuMbasa (April). Lesi siphakamiso sasihlanganisa lokhu okulandelayo:

- Izinyunyana ziyakwamukela ukuxoxisana okuneqiniso ngemibuzo ngezezimali esiphakanyiswe kaningi.
- Izethulo/ Izaziso zabaphathi kufanele zihambisane nesiphakamiso esiphathekayo sokuba lezi ziphakamiso/zethulo zilalelwe yizinyunyana njengengxenye yezingxoxo ezinobuqotho. Okunye, lokhu kungabi okuphinda izethulo ezindala
- Umqondo ophakanyiswa abaphathi wokuthi izinyunyana kufanele "zikhombise ukuba ukukhushulwa kwamaholo kungenzeka kanjani" uyachithwa futhi awamukeleki kakhulu ezinyunyaneni.
- Ukukhathazeka okubangelwa ukuhuduleka kwezinyawo ezingxoxweni zamaholo nokungamukeli ezinye izingxoxo uma abaphathi besaphinda abakushilo phambilini.
- Izikhungo zemfundo ephakeme ezingawakhuphuli amaholo kulo nyaka yilezo okwakunezivumelwano ezenziwa ngonyaka odlule ngesikhathi kwenziwa izivumelwano zakhona, okungenzekanga e-UKZN.

- Amaholo ase-KZN awaqhudelanani nawezinye izikhungo. Abekwe kuma-75th / 50th percentiles kubasebenzi abafundisayo/nabeseka ezokufunda ngokulandelana, futhi okwenza kube kubi kakhulu ukuthi izigaba zamaholo azikaze zibuyekezwe kusukela ngonyaka wezi-2017.
- Izinyunyana zithatha izethulo ngezezimali njengengxenye yesikhungo esisebenza ngendlela evulelekile futhi izinyunyana akufanele ukuba zize zicelele kaningi ukunikwa imibiko ngezezimali.
- Yize noma abaphathi benqabe bephindelela emizamweni yokuxoxisana ngokuhlala bangagudluki ephuzwini labo, izinyunyana zikubeke kaningi ukuba zizimisele ngezingxoxo ngazo zonke lezi zindaba ezisohlwini lokuqala lwezimfuno.
- Izinyunyana zithatha okulindelwe abaphathi kokuthi zamukele umbono wabo (ongenhla), kungukulindela ukuhluleka kwabasebenzi nokuthi izinyunyana kube yizo ezidlulisa lezi zindaba ezingemnandi.
- Umlando futhi osaqhubeka wokusetshenziswa kwezimali ngendlela exhaphazayo nokungaphathwa kwazo ngendlela efanele akuyona into ethinta abasebenzi ikakhulukazi uma kubhekwa umlando ongemuhle wokuphathwa kwabasebenzi e-UKZN. Izinyunyana kade zazixwayisa ngezimo ezihlukene futhi zisaqhubeka nokwenza lokhu uma kunesidingo.
- Izinyunyana ziyakwamukela nokuthi abaphathi abakhona njengamanje abazange bakhe lesi simo kodwa bafanele ukuqinisekisa ukuthi asiqhubekeli phambili.
- Uhlelo lokungaxoxisani seludonse kakhulu futhi lulimaza abasebenzi.
- Abaphathi babike phambilini ukuba banemibono eminingi ngezemihlomulo engadingi imali futhi bacela nesikhathi sokwenza lokhu. Izinyunyana ziyakuchitha ukucabanga ukuthi kungaba nemihlomulo engahambelani nezimali.
- Izindleko zokuphila ziyakhula kakhulu. Ikakhulukazi, lokhu kuthinta abasebenzi ngendlela enkulu abasebenzi abahola kancane.
- Ukudikibala kwabasebenzi kusemazingeni aphezulu kakhulu futhi akulungiseki ngendlela efanele ngama-imeyili ezempilonhle. Lesi simo sokudikibala esibi kakhulu sizobangela nokuthi abasebenzi bangemukeli okuyizinguquko ezizoba ngumphumela we-Project Renewal.
- Izinyunyana azizimisele ukwenza izindaba zamaholo zibe yingxenye yezethulo ze-VC nge-ProjectRenewal – lesi sethulo sesihlelwe ukuba senziwe.
- Abaphathi bacelwa ukuba baphendule ngesikhathi esingaphansi kwezinsuku ezimbili bacacise ukuthi bazimesele noma cha ukubhekana namaphuzu aphakanyiswe yizinyunyana.
- Uma abaphathi bevuma ukubamba iqhaza ezingxoxweni ngobuqotho, kufanele umhlangano walokhu uhlelwe lingakapheli isonto.

Kufanele kwazeke nokuthi akukatholakali mpendulo kubaphathi, ngokwezinsuku ezimbili ezibalulwe ngenhla, obekufanele kube ngoMsombuluko 12 kuMbasa (April), futhi akukaze kube naloluhlelo lokuhlangana isonto lingakapheli. Umyalezo uthunyelwe kumxazululi izolo ucela umbiko. Umxazululi uphendule ngokuthi usazoba nomhlangano nabaphathi ngomhla we-14 April 2021 (namuhla), emva kwawo uzothumela umbiko ezinyunyaneni.

Kufanele kwazeke ukuthi izinyunyana zibukeka zizophoqeleka ukuba zidlulisele udaba kwa-CCMA, ngoba ukuxazululwa kwangaphakathi kuhlulekile, ngaphandle uma kutholakala umbiko owamukelekayo ngokwezingxoxo zomxazululi nabaphathi.

Sikhishwe ngokuhlanganyela yi-NEHAWU, i-NTEU ne-UKSU