12 Ncwaba (August) 2021

Isaziso somfelandawonye wezinyunyana

Malungu

Izinyunyana zibizelwe emhlanganweni nethimba labaphathi neSekelashansela. Isimemo somhlangano samukelwa sivela ehhovisi lika-VC, yingakho izinyunyana zacabanga ukuthi i-VC izobe ikhona kepha lalingekho. Ithimba labaphathi lahlangana nezinyunyana isikhathi eside.

Amalungu atshelwa kumyalezo owedlule ukuthi uma kukhona okuthile okuvela kulo mhlangano amalungu azokwaziswa. Ngeshwa, umhlangano awubanga nazixazululo.

Isiphakamiso sokuqala sisafana nakuqala, esacaciselwa abaphathi. Babe sebehlangana futhi babuya nesiphakamiso sika-1.5% kodwa u-0.5% owengeziwe 'wathathwa' esibonelelweni sabo seminyaka edlule yesivumelwano seminyaka eminingi.

Amalungu azokwazi ukuthi i-Performance Pay Progression (PpP) isebenza kumuntu ngamunye njalo. Lokhu kusho ukuthi abanye abasebenzi bathola unyaka owodwa kanti abanye ngonyaka olandelayo, okungukuthi akusebenzi kuwo wonke umuntu unyaka ngamunye. Amalungu ayazi futhi ukuthi i-PpP ayikhokhiwe ngonyaka wezi-2020, ngakho-ke uma ikhokhwe ngo-2021 - abasebenzi obekufanele ngabe batholile ngo-2020 bayohlala bencishwa amathuba njengoba bengeke neze 'balingane nabanye'. Abaphathi banikela ngokukhokhela i-PpP ngonyaka wezi-2021, ngaleyo ndlela bangabanaki abasebenzi obekufanele bathole ngo-2020. Kuthe uma kuphakanyiswa lokhu kungabi nabulungiswa, abaphathi bavuma ukuthi akulungile futhi akulingani base bethembisa ukukhokhela labo obekufanele ngabe bakhokhelwe ngonyaka wezi-2020 kodwa bangabakhokheli labo abazothola ngonyaka wezi-2021. Lokhu akukushintshi ukungabi nabulungiswa, noma ukungalingani njengoba iqembu elilodwa lingahle lincishwe amathuba nganoma iyiphi indlela. Olunye udaba nge-PpP ukuthi ikhokhwa kuphela kulabo basebenzi abahola ngaphakathi kwamazinga emiholo ka-2018. Njengoba sazi ukuthi bambalwa kakhulu abasebenzi kulesi sikhungo, yingakho izindleko eziphansi kakhulu ze-PpP kunoma yimuphi unyaka. Amabanga ka-2018 awazange abuyekezwe kusukela ngasekupheleni kuka-2017, yingakho iningi labasebenzi seliphezulu noma ngaphezulu.

Ngemuva komhlangano obumude futhi ongenamiphumela, abaphathi bathe bazobuya, mhlawumbe ngasekuqaleni kwaleli sonto. Izinyunyana zibe sezihlanganisa amakhanda futhi zavumelana ngokunikeza abaphathi isaziso samahora angama-48. Ngesikhathi kuthunyelwa lokhu, izinyunyana nazo zavuma zabe sezethula izimo ezahlukahlukene. Abaphathi bayivumile le ncwadi futhi bacela omunye umhlangano ngomhlawe- 17 kuNcwaba (August), ngoba badinga isikhathi ukuthola imiphumela yezindleko zalezi zimo. Le mpendulo yatholwa sekwedlule isikhathi ngomhla we-11 kuNcwaba (August) kanti ubuholi bezinyunyana kumele buhlangane futhi bucubungule isicelo sokumiswa kwesiteleka, kusalindwe izinqubo zabaphathi". Izinyunyana zazi kahle futhi zifisa ukuphetha kusenesikhathi ukuze lokhu kukhushulwa kwamaholo kufakwe emholweni kaNcwaba

(August), lokhu kwadluliselwa kubaphathi encwadini ababebhalelwe yona, kodwa-ke, njengoba umhlangano olandelayo ungowe-17 kuNcwaba (August) kuphela, uma kukhona isivumelwano kuzobe sekudlule isikhathi sokuhlangabezana nokuvalwa kukaNcwaba (August).

Sikhishwe ngokuhlanganyela yi-NEHAWU, NTEU, UKSU