2 Mandulo (September) 2021

Malungu

Umfelandawonye wezinyunyana zenu sezichithe amahora amaningi emihlanganweni nabaphathi kusukela sigcina ukuxhumana.

Njengoba nazi ngomyalezo wokugcina, izinyunyana zanikeza abaphathi isaziso samahora angama-48 zase zibizelwa komunye umhlangano. Ngemuva kwalokho, sekube neminye imihlangano yokuzama ukuxazulula izingqinamba ngaphandle kokungena esitelekeni. Umfelandawonye wezinyunyana ubunombono wokuthi esimweni samanje se-COVID, ukuba nesiteleka ngeke kube nomthelela omuhle. Ngakho-ke banqume ukuqhubeka nokuhlangana nokucindezela abaphathi ukuze bafinyelele esivumelwaneni esithile.

Nizokhumbula ukuthi abaphathi ekuqaleni bebengafuni ukukhuphula umholo wezi-2021 (0%). Ekugcineni banikele ngo-1% kwathi sebecindezelwa kwaba ngu-1.5%. Kodwa-ke, u-0.5% owengeziwe wehlise ukunikezwa konyaka odlule wesivumelwano saminyaka yonke. Okubekwa ngabaphathi konke kwakunemibandela yesivumelwano saminyaka yonke, ukuze bakwazi ukuhlela ukuzinza ngokwezimali isikhathi eside.

Umfelandawonye wezinyunyana ufinyelele esivumelwaneni nabaphathi ngale ndlela elandelayo:

1) Ukukhushulwa kwamaholo jikelele onyaka wezi-2021 kwama-3% ohlelweni lonke lwe-TCE (abasebenzi abaxhaswa ngezimali zangaphandle bazokuthola lokhu uma umxhasi wabo evuma).
2) Imali izokhushulwa emholweni kaMandulo (September) wezi-2021 futhi abasebenzi bazophinde bathole imali kaMasingana (January) kuya kuNcwaba (August) wezi-2021.
3) Ngeke kube khona ibhonasi yokusebenza (amabhonasi) (i-PbP), noma ukukhokhelwa kokusebenza okuqhubekayo (PpP) ngowezi-2021 futhi khumbula ukuthi nayo ayizange isetshenziswe ngowezi-2020.
4) Bonke abasebenzi abaqashwe ngokuphelele kuzinga le-17 umsebenzi wabo uyobuyekezwa ngaphambi kokuphela kukaNhlolanja (February) wezi-2022. Uma kukhona okuba nomphumela wokwenyuka komholo, uzosebenza kusukela ngomhlaka 1 kuMasingana (January) 2022.
5) Kusukela ngomhlaka 1 kuMasingana (January) wezi-2022 i-Travel Allowance ekhokhelwa abasebenzi bezokuphepha lapho besebenza amashifti izokwenyuka isuke ku-R12.00 iye ku-R21,96 ishifu ngayinye.
6) Kusukela ngomhlaka 1 kuMasingane (January) wezi-2022 i-Shift Allowance ekhokhelwa abasebenzi bezokuphepha lapho besebenza amashifti izonyuka isuke ku-R19,00 iye ku-R34,77 ishifti ngayinye.
7) Ukukhushulwa kwemiholo ejwayelekile, okuzosebenza unyaka nonyaka ka-2022, 2023, 2024, kwenziwa kusukela ngomhlaka 1 kuMasingana (January) unyaka nonyaka. Ukukhuphuka kusekelwe

emholweni weNyuvesi, ochazwa njengoxhaso lwesabelomali oluhlanganisiwe, imali yokufunda kanye nemali yokuhlala. Lokhu kuzoba ngokuya ngokulandelayo:

- uma kwanda imali engenayo yeNyuvesi (echazwe ngenhla) yanoma yimuphi unyaka kungaba ngaphansi kwe-CPI ngoLwezi (November) wonyaka owandulele, iphesenti lokunyuka ngonyaka lizolingana nokwenyuka kwemali engenayo yeNyuvesi:
- noma kunjalo, uma imali engenayo yeNyuvesi (echazwe ngenhla):
  ibe ngaphansi kuka-1.75% ngowezi-2022, bese kuthi ukwenyuka kube ngu-1.75%;
  ibe ngaphansi kuka-2% ngowezi-2023, bese kuthi ukwenyuka kube ngu-2%;
  ibe ngaphansi kuka-2.25% ngowezi-2024, bese kuthi ukwanda kube ngu-2.25%;
- uma ukwanda kwemali engenayo yeNyuvesi (echazwe ngenhla) kungaba ngaphezulu noma ngaphezulu kwe-CPI kaLwezi (November) ngonyaka owandulelayo, khona-ke ukukhushulwa komholo jikelele kuzolingana nokukhuphuka kwephesenti emholweni, kubekwe inani eliphakeme le-CPI + 5%.

Njengoba kuchaziwe isiphakamiso sabaphathi sangaphambilini bekuwukuthi kusebenze i-PpP ngowezi-2021, kunganakwa labo abafanelekile ngowezi-2020 nokuthi iningi labo alifaneleki njengoba behola ngaphezu kwamabanga (kugcine ukubuyekezwa ngowezi-2017). Ukungakhokhelwa kwe-PbP ne-PpP ngonyaka weziw-2020 nangowezi-2021 kwenza iNyuvesi yakwazi ukukhokha u-3% kusuka ku-1.5%, ingcindezi isetshenziswa yizinyunyana. Kwakungaba kubi kakhulu, i-0% yasekuqaleni yabaphathi kanye nesivumelwano seminyaka eminingi.

Lokhu kube inqubo ende futhi enzima kakhulu. Izinyunyana zizame konke okusemandleni azo, ukuze zifinyelele kulesi sivumelwano, zazi isimo sezimali seNyuvesi esikhona njengamanje, njengoba ukunyuka ngo-0% ngowezi-2021 kwakusondele kakhulu.

Ukunyuka ngo-0% ngowezi-2021 kwakushiwo ngababaphathi beza kulezi zingxoxo, kodwa izinyunyana zabambelela futhi zasebenzisa ulwazi lwazo lokuxoxisana ukuze zifinyelele lapho sikhona namuhla.

Sikhishwe ngokuhlanganyela yi-NEHAWU, NTEU, UKSU