INYUVESI YAKWAZULU-NATAL

Umbhalo Wesivumelwano Somfelandawonye

Mayelana Nezindaba Zamaholo

Kusukela ngonyaka wezi-2021-2024

Esiphakathi:

KWENYUVESI YAKWAZULU-NATAL (UKZN)
(Ezobizwa nge 'Nyuvesi' lapha)

KANYE NE

NATIONAL EDUCATION HEALTH & ALLIED WORKERS' UNION (NEHAWU),
NATIONAL TERTIARY EDUCATION UNION (NTEU)
kanye
UNIVERSITY OF KWAZULU-NATAL STAFF UNION (UKSU)

(Abazobizwa 'ngezinyunyana' lapha)

Noma kuvunyelwene ngesivumelwano seminyaka emine esibhekene nokunyuka kwamaholo minyaka yonke, ukuholela ukwenziwa kahle komsebenzi, ukukhushulelwa umholo ngokwezokwenziwa komsebenzi kanye nezinye izindaba.Abathinteka kulesi sivumelwani bavumelana kanje:

1. **Ukukhushulwa Kwamaholo Jikelele kwangonyaka wezi-2021**

1.1 Ngokuhambelana nepharagrafu 1.2 ngezansi, bonke abasebenzi baseNyuvesi abasebenza ngaphansi kwezimo zokusebenza zabaqashwe ngokugcwele noma abanesikhathi esinqunyiwe, abaholelwa yiNyuvesi isikhathi esiyizinyanga eziyi-12 noma ngaphezulu, bazothola ukukhushulelwa amaholo ngamaphesenti amathathu(3%) okungukukhushulwa jikelele komholo kwi-Total Cost to Employer (TCE) noma umholo oyisisekelo (basic salary), ngokulandelananyo, kusukela ngomhla lu-1st kuMasingana (January) 2021.

1.2 Lokhu kukhushulwa okubalulwe kupharagrafu 1.1 ngenhla, ngeke kwenzeke kubasebenzi abaholelwa ngezimali zangaphandle kweNyuvesi, ngaphandle uma kutholakale ukugunyazwa kumxhasi ngezimali wangaphandle ukuze kwenziwe lokhu kukhushulwa kwamaholo. Lokhu kugunyazwa kufanele kuhlinzekwe ngombhalo ongumxhasi eNyuvesi, ngaphambi kokuba kuqale ukusebenza.

1.3 Ukukhushulwa kwamaholo ngeke kusebenze kubasebenzi abangasasebenzi eNyuvesi kusukela ngomhla lu-1 kuMandulo (September)Ukuqala ukusebenza kuzokwenziwa ngendlela ebheke emuva kubasebenzi abakhona kusukela ngomhla lu-1 kuMandulo (September) 2021.

2 **Ukukhokhelelwa Umsebenzi Owenziwe Kahle nokuKhushulelwa Iholo Ngenxa Yokusebenza Kahle**

2.1 Ukungakhokhwa kwemali yomsebenzi owenziwe kahle (PbP), nokukhushulelwa iholo ngenxa yokusebenza kahle (PPP) kanye nokuhlelwa kwe-5% we-PPP okuzokwenziwa kanye ngonyaka wezi-2020 nowezi- 2021, kwenze iNyuvesi yakwazi ukukhokhela lokhu kukhushulwa kwamaholo jikelele kwangonyaka wezi-2021.

2.2 INyuvesi ayiwakhokhelanga ama-PPP nama-PbP ngonyaka wezi-2020 futhi ama-PbP abengekho esabelwenizimali sangonyaka wezi-2021. Ngenhloso yokuba nokungenzeleli nokulingalisa, ukungakhokhwa kwezimali zokwenziwa kahle komsebenzi zesikhathi esikaliwe sangonyaka wezi-2019 nowezi-2020, ukukhushulelwa amaholo ngenxa yokusebenza kahle kanye nokuhlelwa kabusha kwe-PPP okuzokwenzeka kanye kuphela ngokwezinkathi ezinqunyiwe zeminyaka yezi-2018/2019 kanye neyezi-2019/2020 yokwenziwa komsebenzi, lokhu kukhulule iNyuvesi ukuba ikwazi ukukhokhela ukuyuswa kwamaholo kwangonyaka wezi-2021 futhi kwenze kube nomthelela omuhle.

2.3 Kuyavunyelwana lapha ukuba i-PPP kanye ne-PbP ngeke kukhokhelwe enyakeni wezi -2020 nowezi-2021.

3. Abasebenzi Abasesigabeni 17

3.1 Bonke abasebenzi abaqashwe ngokugcwele esigabeni 17 bazokwenzelwa ukubuyekezwa kwemisebenzi okuzokhomba isigaba sabo esifanele. Lo msebenzi uzokwenziwa esikhathini esiyizinyanga eziyi-6 kusayinwe lesi sivumelwano. Umphumela wokubuyekezwa komsebenzi, uma kunesidingo, kuzoqala ukusebenza ngomhla lu-1 kuMasingana (January) 2022.

4. Izibonelelo Zabasebenzi Bezokuphepha

4.1 Bonke abasebenzi abangabaqaphi abasebenza amashifti abazobe besebenza eNyuvesi kusukela ngomhla lu-1 kuMasingana (January) 2022, bazonyuselwa izimali zezibonelelo ngokulandelayo:

4.2 Ukunyuswa kwesibonelelo sokuhamba sisuka kuma-R12.00 siye kuma-R21.96 ngeshifti.

4.3 Ukunyuswa kwesibonelelo seshifti sisuka kuma-R19.00 siye kuma-R34.77 ngeshifti.

4.4 Lokhu kunyuswa kuzoqala ukusebenza kusukela lu- 1 kuMasingana (January) 2022.

5. **Ukunyuswa Kwamaholo Kweminyaka Yonke kweminyaka yezi-2022 kuya kowezi-2024**

5.1 Ukunyuswa kwamaholo kwaminyaka yonke kuleminyaka ebaluliwe kuzohambelana ne-Consumer Price Index (CPI), okuncike esimweni sengeniso yeNyuvesi.

5.2 Ngokwezizathu zalesi sivumelwano ingeniso yeNyuvesi ichazwe njengesabelo esihlelelwe esiyisibonelelo, imali yokufunda nemali yasezindaweni zokuhlala.

5.3 INyuvesi iyazibophezela ekubeni nobuqotho nokuvuleleka ekwakheni kwayo isabelozimali nasekuqinisekiseni ukuba izinyunyana zinikwa isikhathi esanele sokucubungula isabelozimali.

5.4 I-CPI esetshenziswe ngokwamaphuzu 5.6, 5.7 no 5.8, izokuba ngokombiko wabakwa-StatsSA kuLwezi (November) wangonyaka owandulela unyaka wokuqala kokusebenza kwesivumelwano.

5.5 Ukuqala kokusebenza kokunyuswa kwamaholo jikelele kuzosukela ngomhla lu-1 kuMasingana (January) ngeminyaka yezi-2022, 2023, 2024.

5.6 Kuleminyaka yezi-2022, 2023 nowezi-2024, uma kwenzeka ukuba ingeniso yeNyuvesi ikhuphuka ngokungaphansi kwe-CPI, iphesenti lokunyuswa kwamaholo lizolinganiswa nokunyuka kwengeniso;

5.7 Kunyaka ngamunye wezi-2022, 2023 nowezi-2024, yize noma kunephuzu-5.6, uma ukwenyuka kwengeniso yeNyuvesi kuba ngaphansi kuka-:

- 1.75% enyakeni wezi-2022;
- 2.0% enyakeni wezi-2023;
- 2.25% enyakeni wezi-2024

Iphesenti lokunyuswa kwemali yamaholo jikelele kulowo nyaka, lizolingana nelibalulwe ngenhla ngokwalowo nyaka.

5.8 Yize noma kunamaphuzu 5.6 no 5.7, ngonyaka ngamunye wezi-2022, 2023 nowezi-2024, uma ingeniso yeNyuvesi ilingana noma ingaphezulu kwe-CPI, ukunyuswa kwamaholo jikelele kuzolingana nephesenti lokunyuka kwengeniso, okuzoba nomkhawulo we-CPI + 5%.

6 Usuku Lokuqala Kokusebenza Kwalesi Sivumelwano

6.1 Usuku lokuqala kokusebenza kwalesi sivumelwano kuzoba umhla lu-1 January 2021, yize noma usuku lokusayinwa kwaso luhlukile. Ukunyuswa kwamaholo jikelele okubalulwe kupharagrafu 1.1 ngenhla kuzoba yingxenye yomholo kaMandulo (September) 2021 kuhlangane nokukhokhelwa kwemali ehambelana nakho, okuzokwenziwa uma sekuholelwa abasebenzi kuMandulo (September) 2021.

6.2 Usuku lokuqala kokusebenza kokunyuswa kwamaholo jikelele eminyakane yezi-2022 kuya kowezi-2024, kuzoba umhla lu-1 January wangalowo nyaka.

7 Ukungavumelani okumayelana nokusetshenziswa kanye nokuqondwa kwalesi sivumelwano

Uma kwenzeka kuba nokungavumelani okusukela kulesi sivumelwano, mayelana nokusetshenziswa kwaso noma ukuqondwa kwaso, lokhu kungavumelani kuzosonjululwa ngokwezindlela ezihlinzekelwe uMtheto i-Labour Relations Act 1995.

8 **Okujwayelekile**

Lesi sivumelwano singaphezulu kwazo zonke ezinye izivumelwano ngamaholo futhi sisombulula konke okumayelana namaholo okukwa-CCMA kwangomhla wama-21 kuMbasa (April) 2021 ngaphansi kwecala elinenombolo KNDB3862-21. Konke okuyizichibiyelo noma okwahlukile kunalesi sivumelwano kuyovunyelwana ngakho phakathi kwabo bonke abathintekayo futhi kubhalwe phansi.

LESI SIVUMELWANO KUNGENA KUSO INYUVESI YAKWAZULU-NATAL E-WESTVILLE NGALOLU SUKU LWAMA-31 KUNCWABA (AUGUST) 2021.

GA