

Malungu

Ikomidi le-UKSU i-[RepComm] selibe nemihlangano eminingi nabaphathi ngonyaka wezi-2020, nowezi-2021, mayelana nenqubo nemithetho ye-COVID emsebenzini. Ekupheleni konyaka wezi-2021, inyuvesi yabeka udaba lokubuyela emakhempasini ngonyaka wezi-2022. Kodwa i-UKSU ayinalo ulwazi mayelana nesinqumo esesithathwe abaphathi ngalokhu.

I-RepComm iyakuvuma ukuba amalungu e-UKSU azoba nemibono ehlukene ngodaba lokugonywa nokugonywa ngempopo.

Lokhu okulandelayo kufanele kuqashelwe ngokwezinto okumele umqashi aziqinisekise ngokomthetho:

- Abaqashi balindeleke ukuba “bahlinzeke, ngazo zonke izindlela, ngendawo yokusebenza ephephile engenabungozi empilweni yabasebenzi” [Occupational Health and Safety Act (OHSA) No 85 of 1993 ngokwesichibiyelo]. Umthetho uphinde ubeke lo mgomo kulabo abangesibona abasebenzi kodwa abathintekayo ekusebenzeni komqashi.
- Imithetho yoMnyango Wezabasebenzi [DoEL][Govt Gazette No. 44700] ivumela ukuba abaqashi baphoqelegele ukungonywa. Lamaphuzu alandelayo abalulekile:
 - Abasebenzi bangaqaba ukugonywa ngokomthethosisekelo noma ngokwezokwelashwa;
 - Uma umsebenzi enqaba, umqashi kufanele aluleke umsebenzi futhi uma ecelwe ngumsebenzi, kufanele bathole izeluleko kumsebenzi wezokuphepha nezempilo kanye /noma omele inyunyana;
 - Uma ukunqaba kungokwezokwelashwa ngenxa yesimo sezempilo, umqashi kufanele athumele umsebenzi ukuba ayohlolwa;
 - “Uma kunesidingo”, umqashi kufanele athathe izinyathelo “zokunakekela umsebenzi ngokugculisayo”. DOEL izimiso zihlinzeka ngezibonelo zokuyizindlela ‘ezigculisayo’.

I-RepComm ifisa ukuqinisekisa amalungu ngokuthi izoqhubeka nokuqikelela ukuba umqashi uyazilandela zonke izimiso ngokomthetho nokuthi amalungelo amalungu ayavikeleka ngokweningi noma ngokwelungu ngalinye.

Siyabonga

Ikomidi elimele i-UKSU

UKUZIHIPHA OHLWINI: uma ungasafisi ukuthola imilayezo ye-imeyili evela ku-UKSU sicela uthumele umyalezo ku- uksu@ukzn.ac.za ucele ukususwa kunqolobanemininingo yamalungu

