22 Masingana (January) 2022

Malungu

Ngesikhathi somhlangano ne-ED: HR owawungoLwesihlanu ntambama, u-Dkt Zulu wazisa izinyunyana ukuba i-EMC isinqume ukuthi abasebenzi kumele babuyele emsebenzini. Uthe uzosinika umyalezo wakhe osalungiswa kodwa futhi wasazisa ukuba isinqumo sesithathiwe futhi umyalezo uzosatshalaliswa kubasebenzi ngoMsombuluko mhla zingama-24 kuMasingana. Izinyunyana zitshelwe ukuthi zingaphawula kodwa ngeke kube khona izinguquko kusinqumo esithathiwe nakumyalezo obhaliwe.

Umyalezo njengoba wadluliswa unamathiselwe lapha futhi ugciniwe ukuze kwenziwe izinguquko ezithile zohlelo lolimi, kumyalezo ophume ngoMsombuluko zingama-24 kuMasingana 2022.

Izinyunyana zidlulisa izimpendulo ezazizithumelele Abaphathi A` bakhulu ngeSonto kanye nempendulo ka-ED: HR mayelana nalokhu. Le miyalezo inamathelisiwe.

Izinyunyana ziyavuma ukuthi umqashi unelungelo lokusho ukuthi abasebenzi babo kumele basebenze nini, kanjani futhi kuphi ngokuhambisana nezimo zabo zokusebenza. Kodwa-ke, leli lungelo lihambisana nezibopho zomqashi futhi izinyunyana zibuka isimo sabaphathi njengesincane kakhulu ekutheni kuzobhekwana kanjani nalokhu. Nakhu okukhathaza izinyunyana:

1. Umyalezo awucacile futhi kukhona izingxenye ezithile la uphikisana khona;
2. Awunikezi ulwazi ngokuthi isikhungo sisihlole ngempela yini isimo sokulungela ukubuya kwabasebenzi;
3. Azicacisiwe izindlela ezisetshenzisiwe ukuze kuqinisekiswe ukuthi izinhlinzeko ezilindelwe kumaKolishi neMinyango zihambisana nokuhlola kanye nobungozi;
4. Inyuvesi isivalwe cishe iminyaka emibili, alukho ulwazi olunikeziwe ukuze kuqinisekiswe ukuthi izinhlelo zokungena komoya zisebenza ngendlela efanele, noma ukuhlanza kwenziwe ngendlela efanele noma kusazokwenzeka; ukuhlinzekwa ngezibulali magciwane, insipho namanzi kwanele, izihlangu zokuzivikela emadeskini, njll.;
5. Umlayezo ukhuluma ngokuba khona ngokushesha kodwa uphikisana nalokhu endaweni efanayo ngokuthi iminyango “izokwakha uhlelo lokubuyisela abasebenzi kancane kancane”;
6. Ukukhuluma ngokushesha nakho kuyakhathaza kakhulu, njengoba kuze kube yimanje izinyunyana azazi ukuthi iNyuvesi isiyilungisile yini imibono esemaphuzwini 1) kuya ku-4) ngenhla;
7. Kufanele kuhlolwe ngokusebenzisa izidingo – isikhathi esibekiwe salomsebenzi nokuthi ubani ozobophezelwa ukubheka lokhu, abaphathi abaningi sebewufundile lo mlayezo futhi bayalele abasebenzi ukuthi babuye ngokushesha;
8. Kukhona okunye ukungqubuzana lapho izinyanga ezintathu kuthiwa ziqondaniswe ekupheleni kwesemester yokuqala;

9. Umlayezo ukhipha igunya lokugoma, njengoba utshela abasebenzi ukuthi umgomo uyatholakala futhi nemibandela yangaphambilini yezempilo neminyaka iyasuswa kodwa kubonakala sengathi iNyuvesi ayinaso isibindi sokuphumela obala ngalokhu;
10. Bonke abasebenzi kufanele babuye futhi nabafundi bayabuya, kodwa ukugoma akubekiwe njengento okufanele yenziwe futhi nokuhlolwa akubekiwe njengento okufanele yenziwe njalo, bazovikeleka kanjani abasebenzi nabafundi ekungenweni yizifo?
11. Kukhona abasebenzi abangeke bavume ukugoma (ngaphandle kwegunya) kanye nabasebenzi abelulekwe ngokwezempilo ukuthi bangagomi futhi abaqashi kudingeka ukuba bakuhlelele lokhu ngendlela efanelekile. Akushiwo lutho ngokuthi kuzophathwa kanjani lokhu ngakho-ke kubonakala sengathi ngaphandle kokuphumela obala ukuthi kunegunya lokuthi iNyuvesi liyazidedela izibopho ezihambisana nalokhu.

Izinyunyana zibonile ukuthi impendulo ithi ukuphawula kwezinyunyana "kucutshungulwe abaphathi belungiselela ukubuya kwabasebenzi" kodwa umyalezo ushoda ngomongo kangangokuthi ngeke kube njalo.

Impendulo evela ku-ED: HR ithi "uzodlulisa umbiko ophelele eKomidini Lokubuyiswa Kwabasebenzi ngoMsombuluko wesonto elizayo". Izinyunyana zimelwe kuleli komidi futhi yilona kanye ikomidi obekufanele ngabe libhekane nalezi zinkinga ngaphambi komyalelo. Kube nomhlangano ngasekuqaleni kukaZibandlela wezi-2021 kodwa akukho okukhathazayo osekulungisiwe.

Kulabo basebenzi abebezosebenza emahhovisi abo phambilini, bekunezidingo kanye nokuhlolwa kwezempilo. Kulabo abangakabuyi, izinyunyana zizobe zazisa abaphathi ukuthi bazoyalela amalungu azo ukuthi angabuyeli esikhungweni kuze kube yisikhathi lapho lezi zinkinga ezingenhla sezilungisiwe futhi zixazululiwe.

Sikhishwe ngokuhlanganyela yi-NEHAWU, NTEU, UKSU