



**INQUBOMGOMO NEZINQUBO NGOKUHLUKUNYEZWA NGOKOCANSI
NODLAME LOBULILI**

INOMBOLO YENQUBOMGOMO	IP:P1	UBUMNINI BENQUBOMGOMO	Umqondisi Umlawuli Esikhungweni: Wezezinguquko	Ophakeme: Wezokuhlela Umlawuli
IKOMIDI ELENGAMELE		Ikomidi lezezinguquko → i-MANCO → iSinethi → Isigungu Sesikhungo → Umkhandlu		
USUKU LOKUGUNYAZWA	28 June 2019	USUKU LOKUBUYEKEZWA	28 June 2024	

ISITATIMENDE SENQUBOMGOMO
Ukubhekelela izingqinamba osekudlulwe kuzo, okusaqhubeka kanye nokuzokwenzeka ngokuzayo mayelana nokuhlukunyezwa ngokocansi nodlame lobulili nokuziphatha okuhlobene nobudlova ngokobulili emanyuvesi, kubandakanya nale nyuvesi. INyuvesi YaseZululand ithatha isinqumo sokuqinisekisa amagceke aphephile angenabo ubudlova nokuziphatha okunokuhlukumeza ngokobulili; lapho ukuhlukunyezwa ngokobulili kungasoze kubekezelelwe. Ngale nqubomgomo, inyuvesi iyazibophezela ekubumbeni izindlela zokuthi ukuhlukunyezwa nodlame ngokobulili, nezenzo zokucwasa ngokobulili zibikwe, ziphenywe, zivivinywe bese zishatshalaliswa ngokulandela inqubo yangaphakathi emisiwe kanye nezinhla zangaphandle okubikwa kuzo izenzo zokuhlukumeza ngokobulili. Inqubomgomo le ibhekelela ukuhlukunyezwa ngokobulili okwenziwe kubasebenzi, kubafundi nasezivakashini zakule nyuvesi, kanye nanoma yiluphi olunye uhlobo lokuhlukunyezwa ngokobulili olwenziwe emagcekeni ale nyuvesi.

UMJIKELEZO WOKUGUNYAZWA KWENQUBOMGOMO	
USUKU LOKUGUNYAZWA YIKOMIDI LOKUQALA	5 October 2018
USUKU LOKUGUNYAZWA YISINETHI	14 June 2019
USUKU LOKUGUNYAZWA UMKHANDLU	28 June 2019
USUKU LOKUGUNYAZWA LOKUQALA UKUSETSHENZISWA	28 June 2019
USUKU LOKUGUNYAZWA OLULANDELAYO LOKUBUKEZA	28 June 2024

UMLANDO WOKUGUNYAZWA

USUKU LOKUQALA LOKUGUNYAZWA			
INOMBOLO YENQUBOMGOMO	INOMBOLO YE-MANCO	USUKU LOKUBUKEZWA YISINETHI NE-MANCO	USUKU LOKUGUNYAZWA UMKHANDLU

IZINQUBOMGOMO EZIHLOBENE NALENA

INOMBOLO YENQUBOMGOMO	IGAMA LENQUBOMGOMO
VC P1	Umtheshwana wokuqondisa ubugwegwe: Abafundi
HR: P5	Inqubo yendlela yokuziphatha: Abasebenzi
	Inqubomgomo ephikisa ukucwasa

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INGXENYE 1: INQUBOMGOMO

1. ISANDULELO

Igama elithi ubulili libandakanya nokungahlukanisi ngokuthi umuntu ungowesifazane yini noma ungowesilisa. Ukuhlukunyezwa ngokobulili kuyabafaka nabantu abangahlukanisi ngale ndlela. Ubudlova ngokobulili buwukuthikameza amalungelo omuntu ayisisekelo. NgokoMthethosisekelo wezwe laseNingizimu Afrika, Umthetho 106 we-1996, ubudlova nokuhlukunyezwa ngokobulili kudwengula ilungelo lokulingana, isithunzi sobuntu, impilo nenkululeko nokuvikeleka kumuntu. Njengesikhungo semfundo ephakeme, INyuvesi YaseZululand (ebizwe nge-UNIZULU kulo mbhalo), iyahambisana nezinqumo nezibopho zoMthethosisekelo futhi iyazibophezela ngokuhlinzeka imfundo enothe ngezingabunjalo nendawo engenako ukucwasa, ukuhlukunyezwa nazo zonke izinhlobo zodlame. Lapha i-UNIZULU ngeke ikubekezelele ukuthi enye yamalunga ayo ibandakanyeke ezehlakalweni zobudlova ngokobulili, ucansi, okwasemshadweni noma ngokobulili bokuzikhethela. Le nyuvesi inentshisekelo yokubhoncula izimpande zobudlova nokuhlukunyezwa ngokocansi nodlame lobulili.

I-UNIZULU iyakuqondisisa ukuthi ukuHlukunyezwa ngokoBulili (okuzokwaziwa nge-**HB** kule nqubomgomo) lungaqondisiswa kangcono ngokubhekisisa okwenzeka emphakathini ngokubanzi lapho kuyinsakavukela ukwenza izinto ngokobulili nokungalingani ngokwamandla ebudlelwani obukhona phakathi kwabesilisa nabesifazane kanye nobudlelwano bobulili obufanayo nezinye izinhlobo zokuhlukumeza ezibandakanya ubulili, ucansi, uhlobo lomshado, ubuhlanga, izinga emphakathini, ubuzwe, ulimi, iminyaka nokukhubazeka. I-UNIZULU ngeke ikubekezelele ukulalela izizathu zokuhlukumeza okusekelwe ekuphakanyisweni kwabesilisa, emphakathini nenqubo yawo, emasikweni, ezinhlakeni zokuphatha kanye nenkolo ngoba konke lokhu akunamandla okugunyaza ukuhlukunyezwa nokudlovwa kwabantu ngokusekelwe ebulilini. Yingakho i-UNIZULU ithathe isinqumo sokubumba le nqubomgomo ukuze ibe wuhlaka olubanzi oluhlose:

- Ukuvimbela izehlakalo ze-HB nokuhlukunyezwa ngokocansi;
- Ukucacisa ngokungenziwa iziphathimandla zenyuvesi uma kwenzeka lezi zehlakalo; kanye
- Nezinhlelo zokusabela ngokushesha, ngokunempumelelo nangendlela efanele ezehlakalweni ze-HB nokuhlukunyezwa ngokocansi.

Le nqubomgomo kumele ilandelwe ibona bonke abasebenza enyuvesi ngokugcwele, abasebenza ngobutoho, abavakashile kanye nabaqhamuka ngaphandle bezosebenza okwesikhashana.

Le nqubomgomo mayifundwe ihambisane nalokhu okulandelayo:

- Inqubomgomo ephikisana nokucwasa e-UNIZULU;
- Inqubo yokuziphatha kwabasebenzi e-UNIZULU;
- Inqubo yokuziphatha koMkhandlu e-UNIZULU;

- Inqubo yokuziphatha kwabafundi e-UNIZULU;
- Kanye neminye imithetho ehambisana nalena kuzwelonke

2. IZINHLOSO

Izinhloso zale nqumomgomo yilezi:

- Ukuthuthukisa kokuqonda nokumiswa kwezinto ezigqogqezela ukuhlunyezwa ngokocansi nangokobulili emphakathini wale Nyuvesi.
- Ukudala amathuba okuphepha esizindeneni semfundo lapho kunenkululeko yokungahlukunyezwa ngokocansi nangokobulili nalapho izenzo eziyilolu hlobo zingenakubekezelelwa kuqondwane nazo ngqo.
- Ukuqinisekisa ukuthi akukho lunga lomfundisi, umfundi noma isihambi seNyuvesi esingazithola sikule ngcindezi nokumele sithole usizo luvela kuyo iNyuvesi.
- Ukunika usizo kubafundisi, abafundi nolwazi olwanele ngodaba lokuhlukunyezwa ngokocansi nemigudu okumele ilandelwe ekuqondeni ngokuhlukunyezwa ngokocansi.
- Ukuqondisa nokumisa izinhloso zokusebenza ekunciphiseni ukuhlukunyezwa ngokocansi eNyuvesi yaseZululand.
- Ukuhlinzeka ngendawo ephethile nenenkululeko nokungenandlakadla ngokobulili nangokocansi futhi engasiza ekufundeni nasocwaningweni kubafundi nabafundisi.

3. UKUCHAZWA KWAMAGAMA

Kule nqubomgomo, ngaphandle uma kuchazwe ngenye indlela, la magama achaza lokhu okulandelayo:

Impoqo: Kungaba umphumela othinta ingcindezi yengqondo, ukuthonya okungafanele, ukubanjwa ngokuphoqwa, ukuphatha ngonya noma ukuzuzisa okunokucindezela noma ukungabi namandla komuntu ukuvuma into ngenkululeko nangentando yakhe lapho ekhona.

Ummangali – yinoma imuphi umuntu okhalaza/onezinsolo/oqinisekisa ngokuthi ube yisisulu sokuhlukunyezwa ngokobulili.

Imvume – okuvunyelwene ngako, okwaziwayo, ngokwentando nokuxhumana phakathi kwabantu ababili. Imvume ayikwazi ukwenzeka ngokwendluzula, ngokuphoqa, ukusongela, ukusabisa, nengcindezi yokulawula nganoma yiluphi uhlobo empahweni.

Ubumfihlo - ukuqinisekisa ukuthi ulwazi lunokutholwa kuphela yilabo abanelungelo noma igunya ngalo.

Umqashwa noma umsebenzi – Umsebenzi waseNyuvesi yilowo ovumile ukuqashwa wamukela izivumelwano ezimbophayo ngokwemithetho nenqubomgomo ephathelene nabo bonke abaqashiwe.

Ukuhlukunyezwa ngokocansi nodlame lobulili – Isenzo sendlakadla, kungaba ngokuphikelela noma ngokukodwana kuqondiswe kunoma ngubani phezu kwesisekelo sobulili, ubulili, ukuganana, okumelene nobulili okunomphumela wokukhandla ngokomzimba, ubulili noma ngokwengqondo noma ubuhlungu obungahluphekisa okubandakanya ukusabisa nokuhlukumeza umlingani ngodlame, ukubhudeka, ukudlwengula, ukuphoqa ngokwenza okuyinjwayezi noma ngokwesiko njengokucwiya izitho nokuhlukumeza ngenhloso yokuthola udumo lobugebengu.

Ikomidi elibhekene nokuhlukunyezwa ngokocansi nodlame lobulili - isigungu songcweti abehlukene esisungulelwe ukweluleka ngobulili, amalungelo nangomthetho.

Isihambeli - umuntu noma abantu abavakashela umfundi noma ilunga labafundisayo baseNyuvesi ngokuthile kokuhwebelana noma ngokwezindaba zangasese.

Amaqembu antshisekelonye - Kungaba yinoma ubani onesabelo negunya ekubikeni, ekuphenyeni, ekulandeleni nasekuqapheliseni okungaba imiphumela yezigameko ezibikiwe zokuhlukunyezwa ngokocansi nangokodlame lobulili.

Udlame lwezithandani – Noma yisiphi isenzo sokuhlukumeza phakathi kwabathandanayo okubandakanya (a) ukuhlukumeza ngokwamandla, (b) ukuhlukumeza ngokocansi, (c) ukuhlukumeza ngokomphefumulo nokwamazwi nangokwengqondo, (d) ukuhlukumeza ngokwezomnotho, (e) ukwesabisa (f) ukukhakhabeza, (g) ukunyonyobela (h) ukucekela phansi impahla, (i) ukungena egunjini lommangali ngaphandle kwemvume lapho ilunga lingeyena ohlala kulezo zakhiwo noma (j) ngabe iluphi uhlobo lokulawula noma lokuhlukumeza ngokwempatho kulowo okhonondayo lapho indlela yokuziphatha inokunukubeza noma adale ukulimala, ukungaphephi empilweni noma kwimpilonhle yommangali.

Umphathi ngqo/isiphathimandla – umqashwa onegunya lokwengamela, ukulawula noma lokuba yihlo kulabo abangabasebenzi.

Iselelesi/Isigangi - Noma ngabe imuphi umuntu olelese ngokwephula umthetho ophathelene nokuhlukumeza ngokocansi nangokobulili noma ngabe ingaluphi uhlobo kokubalwe ngenhla kulezi zigaba zabantu. Lowo msolwa unokubekwa icala nokuba ajeziswe.

Ukuzizuzisa ngokungenabulungiswa - Lokhu kwenzeka uma umqashi noma ilunga lesigungu esiphethe, umphathi, umsebenzi onegunya elinga noma ezama ukuguqula uhlelo lokwamukela umfundi, ukuthuthukisa nokukhuphula amamaki, ukuqashwa, ukukhushulelwa esikhundleni, ukuqeqesha, ukuqondisa ubugwegwe, ukuxosha, ukuholela, ukwenyusa iholo, noma ngabe iluphi uhlobo olungazuzisa umqashi, noma isicelo somsebenzi ukuze aholelwe ngocansi njengomvuzo, umqashwa osebenzisa lawo mandla ekunikeni noma ekwenqabeni ukuba umfundi azuze ngokocansi.

Ukudlwengula - Isenzo sokulala ngokungekho emthethweni, nokunenhloso yokungena kwesitho sangasese emzimbeni wommangali ngaphandle kwemvume yakhe.

Isinethi – isinethi yeNyuvesi yaseZululand

Ukubhudukeza ngokocansi – isenzo esingekho emthethweni esinenhloso yokudlova ngokocansi omunye umuntu ngaphandle kwemvume yalowo muntu.

Ukuvumelana ngokocansi – kwenzeka uma umuntu osesikhundleni emukelisa labo abavuma ukuzisondeza kwakhe ngokocansi lapho abaqashwa abafanelekile noma abafundi abangavumelani nokuzisondeza kwakhe kocansi bencishwa ukukhushulelwa ezikhundleni, ukutiswa, ukuqeqeshwa nokuhlolwa ngobulungiswa.

Ukuhlukumeza ngokocansi – kufaka ukuziphatha okungafunwa, okungamukelekile, okungacelwanga nokungebuyiselwe okunenhlele yocansi njengozisondeza ngokocansi okungemukelekile, ukufuna ukuvumelana ngokocansi, nokunye okushiwoyo, okunokuthinta, noma okungaphinyiselwa okuncike ocansini. Ukuhlukumeza ngokocansi kubandakanya, kodwa akugcini ngakho lokhu:

- Ukuhlukumeza ngokuthinta njengokuthinta okungafuneki nokunenhloso embi
- Ukuhlukumeza ngokusho okunjengalokhu:
 - izimfuno ezicashisiwe noma ezisobala noma ukugatshiselwa ngokocansi okujivazayo okunenhlele yokuvumelana ngocansi, okubiza isimo esicashile noma esisobala esingaba nomthelela esinqumeni noma esenzweni esimayelana nokwamukelwa komfuni, ukubonelwa ngezimali, ukubekwa eqophelweni noma inqubeko ngokwemfundo ephakeme noma siphethe umbandela ongaba nomthelela esinqumeni noma yisiphi esinye isenzo mayelana nokuhlungwa kwabasebenzi, ukukhethwa nokunconywa nokukhushulelwa ezikhundleni noma ukuqhubeka ngokomsebenzi noma siphethe umbandela ongaba nomthelela esinqumeni noma yisiphi isenzo esimayelana nesivumelwano sezimpahla nokusetshenziswayo komunye umuntu okunokuhlukumeza ngokuzuzisa ngokungafanele.
 - umgigiyelo ongafuneki nongemukelekile, imibono nokugudlisela okunenhlele yocansi; noma
 - izenanelo ezinenhlele yezocansi ezakha isimo sokufunda noma esokusebenza esinokusabisa noma ukuchukuluza esigxambukela ekwenzeni kwezemfundo noma ekusebenzeni.
- Ukuhlukumeza okunokukhuluma-buthule okufana nalokhu:
 - ukwedlulisa, nganoma ngayiphi indlela, ngezobuchwepheshe noma ngenye indlela, noma ukuvezwa ngesihle kwemibhalo noma kokusetshenziswayo okulalelwayo-kubukwe.
 - ukuveza noma ukugabisela izitho zangasese, izinqe, noma amabele abesifazane phambi kwabanye. Ukuthi lokhu kuyicala kuyoya ngesimo lapho ukuziveza okwenzeke khona.
 - Izimomzimba noma izenzo ezinenhlele yocansi njengokuzembula okuhlambalazayo.

- Ukuziphatha okunokucathamela okufana nokuphikelela noma ukulandela umuntu noma ukuxhumana okungavumelekile noma yikuphi okunye ukuthintana.

Izisebenzi – noma yimuphi umuntu oqashwe yinyuvesi, kunoma yisiphi isikhundla, kufaka kodwa kungagcini koqashwe ngokuphelela noma ngokwesikhashana.

Umfundi – umuntu osemukeliwe enyuvesi ngenhloso yokufunda noma osebhalisele iqhuzu.

Izinkontileka Zabangaqashiwe Ngqo – abantu abangaqashiwe ngqo yinyuvesi, kodwa abanezinkontileka nenyuvesi, noma yimuphi umphatheli wenyuvesi, okunikezela ngosizo. Lokhu kuyofaka kodwa kungagcini kubaqashwa, abaphatheli nosonkontileka abancane, nanoma yimuphi omunye umuntu okhona enyuvesi ngokomyalelo wenyuvesi noma usonkontileka ongaqashiwe ngqo.

Inyuvesi – kufaka noma yisiphi isikhungo senyuvesi, kanye noma yiziphi ezinye izakhiwo, amagceke noma izinkundla zezemidlalo, angawenyuvesi noma asetshenziswa ngenye indlela yinyuvesi ngokwezinhloso nemisebenzi wenyuvesi. Lokhu kufaka kodwa akugcini ngezindawo zokuhlala zangaphandle kwenyuvesi, izinkundla zemidlalo, izakhiwo namagceke okungekho ngaphakathi kwanoma yisiphi isikhungo.

Umphakathi wenyuvesi – izisebenzi, abafundi nezihambeli wenyuvesi.

Inkambiso wenyuvesi – ukuphenywa kwanoma yisiphi isikhalo ngokwezinqubomgomo, imithetho nezinqubo. Lokhu akufaki noma yiluphi uphenyo lokwahlulela lombango, lobugebengu ummangali angase afise ukululandela.

Umgilwa – noma yimuphi umuntu olinyazwe ngayedwa noma ngokuhlanganyelwa, ngokomzimba, ngokwengqondo nokulahlekelwa ngokomnotho, noma ngokwepulwa komthetho noma amalungelo ayisisekelo, okubangelwe yisenzo sokuhlukumeza ngokocansi.

4. AMANDLA ENYUVESI

4.1. INyuvesi i-UNIZULU inamandla okuphenya okunesiqiniseko ngokwenzekile okubandakanya ukuhlukunyezwa ngokocansi kwanoma iliphi ilunga lomphakathi osemagcekeni uma kungukuthi:

- Babikile kule Nyuvesi noma
- Kwenzeke emagcekeni ayo iNyuvesi noma
- Kwenzeke ngaphandle kwayo kepha amandla okushiyana asesukile aze awelela ngokufuduka kothile noma sekudaleke uhlevane ngokwesimo esingesihle kule Nyuvesi noma
- Kwenzeke ngenkathi kuqhubeka izinhlelo zeNyuvesi noma
- Obekwe icala uyingxenywe yabasebenzi, umfundi, isivakashi okukanye uyingxenywe yenkontileka noma isivumelwano esithile.

- 4.2. Lenqubomgomo ilawula zonke izinhlobo zokuhlukumeza ngokocansi, nokuhlupha nokwesabisa umlingani/ ohlangene naye kube nendluzula.
- 4.3. Lenqubomgomo ibandakanya ngaphandle kokubheka ngokwesimo sobulili, ngoqobo lobulili, nangoqobo lokuzethula.
- 4.4. Lenqubomgomo ifaka izisebenzi zeNyuvesi, abafundi (abafunda ngokugcwele nabafunda ngokungagcwele), abanezivumelwano neNyuvesi, neminye imithetho yokuhlukumeza ngokobulili kumalunga ezisebenzi, abafundi noma labo abanezivumelwano neNyuvesi ngaphakathi kuyo noma ngaphandle kwamagceke ayo.
- 4.5. Lenqubomgomo ifaka noma ngabe imuphi ummangali ngezinsolo zokuhlukunyezwa ngokobulili, kungabe osebenzayo, umfundi, isivakashi noma onesivumelwano neNyuvesithi nokuba akummangali welunga lesisebenzi, umfundi, isivakashi noma onesivumelwano neNyuvesi.

5. IZIMISO ZENQUBOMGOMO

- 5.1. Zonke izinhlobo ze-HB zingaqondakala kuphela ngaphakathi kwengqikithi ebanzi yenkambiso yendima yobulili kanye nokwenza ngokuphindaphinda kanye nokuqhubeka kobuhlobo bamandla okungalingani nokuxhumana okukhona phakathi kwabantu abathandana nobulili obungefani kanye nalabo abathandana nobulili obufanayo kanye nanoma yiziphi izinhlobo zokucwasa kubandakanya ubulili, ucansi, isimo sokushada, ukuhlola ubulili, isigaba, isizwe, uhlanga, ulimi, iminyaka, ubuzwe, kanye nokukhubazeka.
- 5.2. I-UNIZULU ngeke yakubekezelela ukunikeza ilungelo nanoma yiluphi uhlobo lwe-HB kugxilwe kubunzalamizi, ngokomphathi, ngokwamasiko, noma ngenkambiso nenqubo yezenkolo ukugunyaza kanye nokubhebezela i-HB.
- 5.3. Kunoma yisiphi isimangalo esithinta isenzo se-HB inyuvesi iyazibophezela qobo ukuhlonipha nokuvikela amalungelo awo wonke amaqembu athintekayo ngokuphatha lokhu ngobumfihlo, ukuba okomuntu yedwa, isizotha kanye nokuphatha ngobuqotho nangokomqondo kanye nangesiqu somzimba.
- 5.4. Iyunivesi iyazibophezela qobo ukuqikelela ukuthi abamangali bafinyelela kalula ezidingweni zokwelulekwa ngokomqondo kanye nangezempilo ukusabela kwi-HB.
- 5.5. I-UNIZULU inelungelo lapho kufanele futhi kudingekile ukuchibiyela imigomo kanye nenhlanganisela yemithetho ekhona yokuqondisa ubugwegwe nokuziphatha ukulungisela i-HB njengecala elibucayi elidinga isijeziso esinzima.

- 5.6. I-UNIZULU iyazibophezela qobo ukweluleka ummangali ngamalungelo akhe okuqalisa ngezinhlelo zokufaka isimangalo secala lombango/nelobulelesi kuselelesi esisolwa ngokwenza i-HB.
- 5.7. Indlela yenqubo izomisa izinyathelo ezizolandelwa uma isimangalo se-HGB sesamukeliwe nezindlela kanye nezinyathelo ezizothathwa ukuphendula kulokho.
- 5.8. I-UNIZULU izobhala phansi zonke izinqumo ezithathwe ngaphansi kwale nqubomgomo, igcine neminingwane ebanzi, ebuyekeziwe nenembayo kuwo wonke amacala abikiwe e-HGB, futhi kuzoqikelelwa ukuthi umbiko wonyaka onezibalobalo uyathunyelwa ku-MANCO, uMkhandlu wabaphathi, iForamu yesiKhungo, iKomiti kanye noMkhandlu woGuquko iNhlalo nezokuMbandakanya.
- 5.9. I-UNIZULU iyazibophezela qobo ukwelekelela ngokungenelela ngokufundisa ekuphakamiseni ukuqwashisa nokuthuthukisa ukuqonda ngokuhlukunyezwa okugxile kubulili, kufaka ingqikithi yokungalingani kwamandla ngokobulili kanye nenkambiso yokusebenza ngokobulili kanye nangendlela umuntu azibuka ngayo uma kuza ngakwezocansi okulolonga futhi kwenze kube semthethweni izenzo ze-HB.
- 5.10. I-UNIZULU iyazobophezela qobo ukuqaphela ukusebenza ngempumelelo kwale nqubomgomo.

6. UKUSUNGULWA KWE-KHGB

- 6.1. Ihhovisi leSekelashansela lizosungula ikomidi elizokwaziwa ngokuthi yiKomidi lokuHlukunyezwa ngokoBulili (i-KHB) ukuqikelela ukuhlola ukuhlukunyezwa ngokobulili kanye nokwengcindezi ngokwengqondo nezikhalo bese kwenziwa nezincomo ekomidini elifanele lokuqondisa ubugwegwe. Ikomidi lizohlonza futhi izikhala kwinqubomgomo kanye nezinto zemigudu nokwephula imithetho ekusingathweni ezokuhlukunyezwa kobulili kanye nalokho okuphathelene nokwehlukana okukhona phakathi kowesilisa nowesifazane. Ikomidi lizohlanganiswa amalunga anolwazi azomela ngokubanzi izinhloko ezifanele ezehlukene. I-KHB izomiswa ngendlela elandelayo:

6.1.1 Amalunga amile:

- (a) 1 omele uMkhakha WezoMthetho
- (b) 1 ilunga leForamu yezoBulili yeNyuvesi
- (c) 1 ilunga leHhovisi LeziNguquko neziMbandakanya EzeNhlalo
- (d) 1 omele uMnyango Wesifundangqondo

6.1.2 Ngokumenywa:

- (a) 1 omele isiGungu esiMele Abafundi (lapho udaba lufaka umfundi).
- (b) UMphathi: UMnyango Olawulayo Kwezabasebenzi (uma udaba lufaka umsebenzi)

- 6.2. UMphathi WezeziNguquko noma amqokileyo uzongamela imihlangano ye-KHB.
- 6.3. Amalunga e-KHB kuzofanele angene ezivumelwaneni sobumfihlo ngaphambi kokuba baqale umsebenzi wekomidi.

7. IZINYATHELO ZOKUQONDISA UBUGWEGWE

- 7.1. Lenqubomgomo izosebenza kwiNhlanguanisela yeMithetho yokuZiphatha yokuQondisa Ubugwegwe kwabaFundi e-UNIZULU kanye nakwiNhlanguanisela yeMithetho yokuZiphatha kwabaSebenzi. Ukwephula noma yimuphi waleyo mithetho uzothathelwa zinyathelo athole isijeziso esifanele kweyame ezizathwini ezinhlobonhlobo njengobucayi noma isisindo secala, okukhathalelwe yinyuvesi kanye nokuthinteka kommangali.
- 7.2. Uma isehlakalo sokuhlukumeza sigxile kubulili noma okuphathelele nokocansi sesenzekile, isinqumo sokuthi kuqhutshekwe nezinyathelo zokuqondisa ubugwegwe kulele kuyona inyuvesi, kungakhathalekile noma amacala obulelesi ayabhekisiswa /ayaphenywa noma cha noma ummangali ufisa ukuhoxisa noma yisiphi isimangalo asifakile.
- 7.3. Inyuvesi ngokushesha izophenya sonke isikhalo esibikiwe kungakhathalekile noma ngabe lelo cala lenzekile.
- 7.4. Lenqubomgomo ayibhekelele abasebenzi noma abafundi kuphela kepha bonke abanye abantu abaxhumana nenyuvesi noma ngandlelani nanoma nangasiphi isizathu.

ISIGABA 2: INDLELA YENQUBO

8. UMGUDU OMISIWE WOKUBIKA

- 8.1. Lowo obe yisisulu sokuhlukunyezwa unelungelo lokukhetha ukuthi asizwe uMvikeli WesiKhungo wesifazane noma wesilisa.
- 8.2. Isikhalo se-HB noma sokuhlukunyezwa ngokoncansi kufanele sifakwe ngokubhalwa phansi kuMvikeli WesiKhungo eMnyangweni wabezoSizo lokuVikela. Isikhalo singafakwa futhi ngomlomo lapho ummangali kufanele avume ukuqoshwa.
- 8.3. UMvikeli WesiKhungo kufanele abhale isikhalo encwadini okubhalwa kuyo anikeze ummangali inombolo yenkomba.

- 8.4. Ummangali kufanele atshelwe ngamalungelo akhe okubandakanya ukufaka isimangalo eMkhosini WamaPhoyisa aseNingizimu Afrika (SAPS). UMvikeli WesiKhungo kufanele athathe izinyathelo ezifanelekile ukuhambisa ummangali ku-SAPS uma ummangali efisa kanjalo. UMvikeli WesiKhungo kufanele achaze kummangali umehluko phakathi kwenqubo yamacala obulelesi kanye nenqubo yenyuvesi.
- 8.5. Uma kudaleke ukulimala emzimbeni uMvikeli WesiKhungo kufanele athathe izinyathelo ukuqikilela ukuthi umgilwa uthola ukwelashwa. UMvikeli WesiKhungo kufanele atshele ummangali ukuthi ukuhlinzeka ngosizo lwezokwelashwa akuhlangene nokufaka kwakhe uhlelo lobugebengu noma lokuqondisa ubugwegwe.
- 8.6. Uma isigameko sokudlwengula sesibikiwe, uMvikeli osesiKhundleni kufanele atshele ummangali ngokubaluleka kokufaka isimangalo eMkhosini WamaPhoyisa aseNingizimu Afrika.
- 8.7. Esimweni lapho ummangali kuwumqashwa, uMvikeli WesiKhungo uzomtshela ummangali ukuthi angeke abhekane nokulahlekelwa umsebenzi noma imiphumela enzima uma eqoka ukubamba iqhaza ohlelweni lokuqondisa ubugwegwe.
- 8.8. UMvikeli WesiKhungo kufanele adlulisele ummangali kuMphenyi weCala engakapheli amahora angama-24.

9. UMSEBENZI WOMPHENYI

- 9.1. UMphenyi kufanele:
 - 9.1.1. Ahlinzeke umsolwa ngesifanekiso senqubomgomo ephathelene nokuhlukumeza ngokocansi kanye ne-HB kanye nemithetho kanye futhi ngokulandelana imithetho yenyuvesi yokuqondisa ubugwegwe.
 - 9.1.2. Aluleke iselelesi esisolwayo ngelungelo lokuthola ozomkhulumela.
 - 9.1.3. Aluleke iselelesi esisolwayo ukuthi inyuvesi ingaqoka ukulandela imithetho eqondene nokuqondisa ubugwegwe noma ngabe ummangali akafisi ukwenza njalo.
 - 9.1.4. Achazele umsolwa ngezinyathelo zokuvikela ummangali ezikhona.
 - 9.1.5. Aqinisekise ukubonana kukhulunyiswane nabo bonke ofakazi bodaba kubandakanya naye umsolwa bese kukhishwa umbiko.
 - 9.1.6. Ezinsukwini eziyisikhombisa (7) zokusebenza yethula umbiko kwi-MHB.

9.1.7. Yena noMphathizinguquko wenza izihlokwana okuzokhulunywa ngazo noma enze uhlu lwezikhalazo okungenani ezinsukwini ezimbili ngaphambi komhlangano we-MHB.

10. IMISEBENZI yoMkhandlu wokuHlukumeza ngokoBulili (esizoyibiza ngokuthi yi-MHB)

- 10.1. Uma kwenzeka i-MHB iba nezizathu eziqinile iyoncoma ukuba umsolwa anikwe umhlabakhulu bese ebizelwa esigcawini esikhathini esiyizinsuku ezingamashumi amabili nanye (21) zokutholwa kombiko kuMphenyi.
- 10.2. Ngaphezu kokubhekelela, i-MHB iyobheka ibuye income ekomidini eliqondene nokuqondiswa ubugwegwe ukusetshenziswa kwezinsizakuvikela zesikhashana njengoba kudingeka, okubandakanya:
 - (a) Imithetho yokungaxhumani;
 - (b) Ukuguqulwa kwezindawo zokuhlala zeNyuvesi kanye
 - (c) Nezinsuku zelivu eyisipesheli (zabasebenzi) noma izinsuku zelivu zokungabibikho (zabafundi) lapho kunesidingo khona.

11. UKWESEKWA KWEZISULU

- 11.1. Esimweni lapho lowo obe yisisulu kungumsebenzi, iPhoyisa lezokuVikela kumele ledlulisele isikhalazo eHhovisi leNyuvesi lezokuBhekelelwa kweNhlalohle yabaSebenzi ukuze kube nokwelulekwa ngokwengqondo uma kunesidingo.
- 11.2. Esimweni lapho lowo obe yisisulu kungumfundi, iPhoyisa lezokuVikela liyodlulisela udaba eMnyangweni wezokuBhekelelwa kwabaFundi ukuze elulekwe ngokwengqondo.

12. IMISEBENZI YEHHOVISI LEZINGUQUKO

- 12.1. UMphathi wezeziNguquko uyobamba iqhaza ngokuba ngumxhumanisi mayelana nokulawulwa kwezikhalazo. Lomsebenzi ubandakanya lokhu okulandelayo:
 - 12.1.1. Ukuxhumanisa nokuhlalisa imihlangano ye-MHB;
 - 12.1.2. Ukudlulisa izincomo ze-MHB eHhovisi lezemiSebenzi nabaSebenzi noma ehhovisi loMphathi;
 - 12.1.3. Nokuqoqa imibiko yamakota kubo bonke ababambiqhaza bese eyidlulisela kuwo wonke amakomidi afanele.

13. IZIMPIKISWANO NEZICELO ZOKUBUYEKEZWA KWEZINQUMO

- 13.1. INqubomgomo ngokuHlukunyezwa ngokoBulili nokuHlukunyezwa ngokoCansi nobunjalo bokusetshenziswa kwemiThetho eLawula iNdllela yokuziPhatha kwabaSebenzi nemiThetho eLawula ngokuQondiswa

iziGwegwe kwabaFundi. Noma ngabe yikuphi ukuphikisana nale mithetho kuyoholela ekutheni kube nokujeziswa kuye ngohlobo nesisindo secala elenziwe yilowo obekwe icala, nangokuthanda kweNyuvesi nangokuthinteka kommangali. Lapho kunesidingo khona, imiThetho eLawula ukuQondiswa iziGwegwe kwabaFundi nemiThetho eLawula ngokuziPhatha kwabaSebenzi iyochitshiyelwa ukuze kube nokubhekelela kule nqubomgomo, ezobe icacisa ngesijeziso esingakhishiwe ngokugcwele njengokukhishwa okwesikhashana emagcekeni eNyuvesi, ukuqinisekiswa ngokugcwele kwemininingwane yokufunda komfundi noma ukuxoshwa unomphela komfundi eNyuvesi kuye ngokuthi icala lakhe limi kanjani.

- 13.2. Lenqubomgomo isebenza kubo bonke abasebenzi nabafundi. Noma ngabe ikuphi ukuphikisa okungaba khona kuyo kwenza ukuba lowo athathelwe izinyathelo ezifanele kuye ngokuthi akungaphezulu kokushiwo e-13.1 ngenhla. Lapho kudingeka khona imiThetho eLawula ngokuziPhatha koMqashwa/umsebenzi nemiThetho eLawula ngokuQondiswa iziGwegwe kwabaFundi ukuba ichitshiyelwe ukuze kube nokubhekelela kule nqubomgomo ukuze izobe icacisa ngezinyathelo ezingakhishiwe ngokugcwele njengokuxoshwa okwesikhashana, ukuqinisekiswa ngokugcwele kwefayela lomenzi wokubi noma ukuxoshwa kwakhe enyuvesi.
- 13.3. Esimweni lapho ungeneliswa khona imiphumela yesikhalazo, isicelo sokuphikisa siyofakwa eKomidini Lokufakwa Kwezicelo Zokuphikisa eliqondene.

14. UKULANDELELA NOKUCUBUNGULA

- 14.1. INyuvesi inomthwalo wokusebenzisa indlela yokusebenza okuyiyona yona ukulandelela nokuhlola okuyikhona kusebenza ngendlela kwale nqubomgomo nemiThetho. Lokhu kuyofaka kuphinde kungashiya ngaphandle lokhu okulandelayo:
- 14.1.1. Ukuqinisekisa ukuqoqwa kolwazi kanye nokubhalwa kwemibiko minyaka yonke nguMqondisijikelele WezabaSebenzi noMqondisijikelele WezokuHlelwa Kwesikhungo.
- 14.1.2. Ukuqinisekisa ukuba inqubomgomo ibukezwa ngokusemthethweni njalo ngokwezindlela zokubuyezwa kwenqubomgomo.

Isithasiselo 1 – UHLELO LWE-HB (lokuHlukunyezwa ngokoBulili)

NgokweSekela likaShansela, uMqondisijikelele WezaBasebenzi noMqondisijikelele WezokuHlelwa KwesiKhungo; iNyuvesi iyoziqophezela ngokuqinisekisa ukuthi imikhankaso yokufundisa nokuqwashisa iyokwenziwa mayelana nale nqubomgomo nemithetho. Lokhu kuyokwenziwa ngale ndlela elandelayo:

- 14.2. Ukuqeqeshwa nokwenziwa kwamaPhoyisa Ezokuvikela ajutshelwe ukwamukela izikhalazo abe nomuzwa ngobulili;
- 14.3. Izivumelwano eziwumfelandawonye oyinhlanganisela zezinhlela ezahlukenene ukuze kukhuliswe futhi kuthuthukiswe ukuvinjwa kwe-HB nokwesekwa kwabenzakalisiwe;
- 14.4. Ukuqhubeka nezimfundiso nokuqeqeshwa kwawo onke amalungu enyuvesi abandakanyekayo ekulawulweni kwe-HB nokuhlukunyezwa ngokocansi. Umklamo wokungenelela kokuqeqesho nokuqokwa kwabanikezeli zinsiza kumele kwenziwe ngokwezinto ze-MHB.
- 14.5. Ukwakhiwa kweNqubomgomo Yobudlelwano Obuyisipesheli neNqubomgomo Yokulingana Ngokobulili.
- 14.6. Ukusungulwa kohlelo lokulawula nemibiko yokuhlukunyezwa ngokobulili.
- 14.7. Ukwazisa ngezinhlelo zokuqwashisa kubo bonke abasebenzi noma abaqashwa basenyuvesi.
- 14.8. Ukwenziwa ngayo yonke indlela ukuba le nqubomgomo ifakwe kuzo zonke izizindawo zenyuvesi.
- 14.9. Ukwedluliswa kwenqubomgomo nokulindeleke ukuba kwenziwe kulabo abaneqhaza eMkhandlwini oMele abafundi (MMF), abasebenzi, abafundi nabalabo abanikezela ngezindawo zokuhlala abafundi ezikhungweni zonke.
- 14.10. Kube nokuqhutshwa 'Kwabavumela uphenyo nge-HB' ukuze kube nezinhlelo zokuvimbela zangomuso.
- 14.11. Ukuhunyushelwa esiZulwini kwenqubomgomo yokuHlukunyezwa ngokoCansi nenqubomgomo yokuHlukunyezwa ngokoBulili (i-HB).
- 14.12. Ukwenza inqubomgomo yaziwe ngokusebenzisa izindawo zenyuvesi zokuyishicilela noma ukuyiphrinta neze-elektronikhi.
- 14.13. Ukuqhubeka nokwaziswa ngobulili kwamalungu oMkhandlu wokuHlukunyezwa ngokoBulili (i-MHB) nakwabanye ababambe iqhaza.

ISITHASISELO 2

IFOMU OKUMELE LIGCWALISWE UMA KUFAKWA ISIKHALAZO

INGXENYE A: ULWAZIMDANTI LOMUNTU

ISIKHUNDLA, IZIFINGQO ZAMAGAMA, ISIBONGO	
INOMBOLO YOMFUNDI/ YOMSEBENZI/ YOMQASHWA	
UMKHAKHA	
IMININGWANE YOKUXHUMANA	Inombolo yocingo: Ikheli lombikombani/ I-imeyili:
UHLOBO LWESIKHALAZO	
IGAMA LOMMANGALELWA (uma laziwa)	
IMININGWANE YOKUXHUMANA YOMMANGALELWA (uma yaziwa)	Inombolo uyocingo: Ikheli lombikombani/ I-imeyili:

INGXENYE ENGU-B: IMININGWANE YESIKHALAZO

IMININGWANE YESIKHALAZO <i>(Uma kudingeka isikhala esikhulu uyacelwa ukuba unamathelise amakhasi angeziwe</i>			
Sikuphathe kanjani isehlakalo			
USUKU/IZINSUKU ZEZEHLAKALO			
INDAWO YEZEHLAKALO			
UKUSAYINA		USUKU	