Stellenbosch
UNIVERSITY
IYUNIVESITHI
UNIVERSITEIT

UMGAQO: UNOZIKHALAZO WEYUNIVESITHI YASESTELLENBOSCH (iSU)

Umhla wokuphunyezwa kwawo: 1 kweyeKhala ka2024

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UMGAQO:

UNOZIKHALAZO WEYUNIVESITHI YASESTELLENBOSCH (iSU)

Uhlobo loxwebhu:	UMGAQO
Injongo:	Ukunika ulwazi malunga neofisi kunye nomsebenzi kaNozikhalazo weSU
Wamkelwe:	LiBhunga
Umhla wokuVunywa:	24 kweyeSilimela ka2024 Umhla wophononongo lwangaphambili kweyeNkanga ka2017
Umhla wokuphunyezwa kwawo:	1 kweyeKhala ka2024
Umhla woHlaziyo Olulandelayo:	Ubuncinane rhoqo kwiminyaka emihlanu okanye rhoqo njengoko kuyimfuneko
Amaxwebhu Anxulumeneyo:	Amaxwebhu Anxulumeneyo aza kupapashwa kwiwebhusayithi yeofisi kaNozikhalazo (IOfisi kaNozikhalazo (sun.ac.za)
Umnini woMgaqo:	LiBhunga
Umlondolozi woMgaqo:	YiRejistra, uNobhala weBhunga
Amagama angundoqo:	uNozikhalazo, iBhunga, kwiNtloko yeyunivesithi, ozimeleyo, umlamli, ubumfihlo, ukuqeshwa, ixesha lokuba sesikhundleni, izizathu zokususwa
Ukusebenza:	Inguqulelo yesiNgesi yalo mgaqonkqubo yeyona nguqulelo isebenzayo, ukuze inguqulelo yeAfrikansi/yesiXhosa ibe yeguqulelweyo.

UMGAQO:
UNOZIKHALAZO WEYUNIVESITHI YASESTELLENBOSCH (iSU)

1. Injongo

1.1. Injongo kaNozikhalazo weYunivesithi yaseStellenbosch (eza kubizwa iSU okanye iYunivesithi kolu xwebhu) kukubonelela ngeofisi efikeleleka lula, efikelelekayo, ezimeleyo nengakhethi cala efumanekayo kumahlakani eSU.

1.2. Abachaphazelekayo, abanokuba nenkxalabo esemthethweni, izikhalazo okanye umdla obandakanya iSU, banokudibana noNozikhalazo phantsi kwezi meko zilandelayo:

1.2.1. Banesikhalazo, umba othile okanye ingxaki engakhange iqwalaselwe okanye isonjululwe;

1.2.2. Baziva ngokungathi baye baphathwa kakubi;

1.2.3. Bafuna isikhokelo sokusombulula ingxaki enzima malunga neYunivesithi;

1.2.4. Bafuna umntu oza kubaphulaphula angakhethi cala oya kuwugcina uyimfihlo nawuphi na umbandela ontununtunu abanokuwuphakamisa;

1.2.5. Bafuna umlamli ongakhethi cala ukuncedisa ekusombululeni impixano;

1.2.6. Bafuna uncedo lokukhawulezisa umcimbi olibaziseke ngokungekho ngqiqweni okanye ongxamiseke kakhulu ukuba udlule kumajelo aqhelekileyo angaphakathi.

1.3. IOfisi kaNozikhalazo ilwela ubulungisa, ngokwesiqhelo idla ngokubonelela ngolwazi nokuphendula kwimibuzo ngomba othile ngokwengxoxo, uthethathethwano, ulamlo olungekho sikweni, iziphumo zophando oluyinyani kunye/okanye iingcebiso kubasebenzi abafanelekileyo, icandelo/amacandelo, okanye ezinye iinkokeli eSU.

1.4. Ngoncedo lweOfisi kaNozikhalazo, iSU izama ukubonelela ngemekobume apho kungekho mkhalazi uya kufumana impindezelo, ucalucalulo okanye ukuxhatshazwa ngokufuna uncedo kuNozikhalazo.

1.5. Eyona njongo iphambili yeOfisi kaNozikhalazo kukwenza ukuba iSU iphendule kumaxwebhu ayo olawulo (umzekelo, iinqobo zeSU, imigaqonkqubo kunye nemithetho) kunye nomngeni nokwenza iYunivesithi ifikelele kwimigangatho ephezulu kunye nokuhanjiswa kwenkonzo okuphuculweyo.

2. IMigaqo

2.1. IOfisi kaNozikhalazo kufuneka isebenze ngokwemigaqo elapha ngezantsi ukuze ihambelane neKhowudi yeeNqobo zokuziphatha yeInternational Ombudsman Association (IOA) njengoko isetyenziswa ngamalungu eEuropean Network of Ombuds in Higher Education (ENOHE) Le migaqo yile:

2.1.1. Ukuzimela – iOfisi kaNokhalazo kufuneka izimele kwiYunivesithi ngokwesimo, ukusebenza kunye nenkangeleko yangaphandle kwelona qondo liphezulu linokubakho.

2.1.2. Ukungakhethi cala – iOfisi kaNozikhalazo kufuneka ibe yileyo ingenamkhethe kwaye ingakhethi cala. Mayingabandakanyeki kuyo nayiphi na imeko enokuthi idale ukungqubana kwemidla okanye ukungqibana koko kubonwa njengokusemdleni.

2.1.3. Ukugcinwa kweeMfihlo – iOfisi kaNozikhalazo kufuneka igcine lonke unxibelelwano nabantu abafuna uncedo kwiofisi yayo luyimfihlo engqongqo. Akufunekanga iluveze unxibelelwano oluyimfihlo (kubandakanya nokuba umntu othile/bathile) uye wandwendwela iOfisi kaNozikhalazo okanye hayi) ngaphandle kokuba imvume yomntu (yabantu) ochaphazelekayo/abachaphazelekayo ifunyenwe ukuchaza iinkcukacha zabo. Umahluko ngakulo mgaqo ziimeko ezibonakala ziyingozi ekhawulezileyo yokwenzakala okukhulu okanye ukuba semthethweni kokubhengeza.

2.1.4. Ngokungekho sikweni – iOfisi kaNozikhalazo, engumthombo woncedo olungekho sikweni, ayinakuthabatha inxaxheba kwiinkqubo zokugweba ezisesikweni okanye zolawulo lweYunivesithi.

3. Imisebenzi kunye nesigunyaziso

3.1. Kungumsebenzi weOfisi kaNozikhalazo ukuphanda izikhalazo kunye/okanye imiba ethi qatha kwingqalelo yayo ze izame ukuyisombulula ngokunika ulwazi, ngokwenza imibuzo ngalo mba, ngokwengxoxo, ngolamlo olungekho sikweni, ngongenelelo lomntu wangaphandle, kunye neziphumo ezifanelekileyo ezinobunyani kunye/okanye izindululo.

3.2. IOfisi kaNozikhalazo ngokwegunya enalo kufuneka ithathele ingqalelo isikhalazo okanye umcimbi ngamnye ngokungakhethi cala, ngokungenaloyiko, ngokwengqondo ephangaleleyo nangobulungisa kwaye ifikelele kwisigqibo esizimeleyo ngexesha elibekiweyo.

3.3. Ngale ndlela, iOfisi kaNozikhalazo inceda iYunivesithi nabachaphazelekayo ukuba banciphise ungqzulwano, basombulule iingxaki kunye/okanye beze nezisombululo ezibambekayo.

3.4. IOfisi kaNzikhalazo ikwancedisa ngokuthumela imiba evela kumajelo asesikweni ekufuneka eqhutyelwe phambili, apho kuyimfuneko. Ukuba lowo uchaphazelekayo akakwazi okanye akafuni ukunikezela ingxelo okanye ukuphakamisa inkxalabo yena ngokwakhe okanye unqwenela ukungavezwa magama, iOfisi kaNozikhalazo inokuncedisa ngokuvakalisa inkxalabo leyo okanye ngokwenza ulwazi ngomba lowo (okanye yenze zombini) phambi kwabathathizigqibo abafanelekileyo beziko.

4. Izithintelo

Ngenxa yobume beOfisi kaNozikjhalazo engacwangciswanga ngokusemthethweni, ingakhethi cala nezimeleyo, lowo uqeshwe kweso sithuba, ehambelana nemigangatho yokusebenza yeIOA, akakwazi ukuncedisa koku kulandelayo:

4.1. ukuzalisekisa nawo nawuphi na omnye umsebenzi eSU;

4.2. ukwenza izigqibo ezibophelelayo egameni leSU;

4.3. ukusungula, ukulungisa okanye ukubeka bucala naluphi na uxwebhu (amaxwebhu olawulo);

4.4. ukunika iingcebiso zomthetho okanye ezinye iingcebiso okanye ezingezobume bengqondo okanye nayiphi na enye ingcebiso;

4.5. ikhuphe imiyalelo yokohlwaya okanye isibhengezo somohlwayo okanye eminye imiyalelo;

4.6. inikeze ngembuyekezo;

4.7. ukubonelela ngezimvo zomthetho okanye izigwebo zomthetho;

4.8. ukuphatha okanye ukujongana nemiba yezemfundo ebambekayo (kodwa inokujongana neenkqubo okanye imigaqo/imithetho);

4.9. isebenza njengommeli walo naliphi na iqela/lowo ifake isikhalazo;

4.10. ukufumana izaziso egameni leSU;

4.11. ukunakana izikhalazo esele zingumxholo wengxoxo yezomthetho, inkqubo yoluleko yangaphakathi, okanye enye inkqubo esesikweni yangaphakathi nangaphandle;

4.12. ukumela olow uchaphazelekayo kwimiba (umzekelo, enxulumene nomthetho wabasebenzi); okanye

4.13. ukusebenza ngayo nayiphi na indlela enokuthi ibeke esichengeni ukungathathi cala kukaNozikalazo.

5. Imisebenzi yeOfisi laNozikhalazo

5.1. IOfisi kaNozikhalazo ingenza uphando ngakwimiba yeyunivesithi, ibonelele ngeenketho ngakuphando kwaye yenze izindululo.

5.2. IOfisi kaNozikhalazo kufuneka izame ukwenza iingcebiso nezindululo ezinobulungisa, ezilungeleleneyo, ezingenamkhethe nezizimeleyo.

5.3. UNozikhalazo akagxininisi nje ekumiseleni ityala okanye isohlwayo kodwa usebenza njengomlamli, ancede ekusombululeni iingxaki ezinxulumene neyunivesithi, ijongane nolawulo olugwenxa, iphawule ngentswelabulungisa.

5.4. UNozikhalazo uyakwazi ukufikelela kulo lonke ulwazi olufanelekileyo, kunye nezabasebenzi beSU, amacandelo kunye namaqumrhu (kubandakanywa kodwa kungaphelelanga kwizigqeba zabafundi) banyanzelekile ukuba benze olo lwazi lufumaneke kwiOfisi kaNozikhalazo ngokukhawuleza. IOfisi kaNozikhalazo kufuneka ithathe naluphi na ulwazi olufunyenweyo

njengemfihlo engqongqo ngaphandle kokuba um(aba)sebenzi onoxanduva lweSU unike imvume yokudlulisela olo lwazi kummangali/kulowo uchaphazelekayo.

5.5. IOfisi kaNozikhalazo kufuneka ifikeleleke ngokulula kuye nawuphi na lowo uchaphazelekayo ngokuthe ngqo ngeimeyile yakhe/yayo. Iinkcukacha zoqhagamshelwano zikaNozikhalazo mazifumaneke kwiwebhusayithi yeYunivesithi. Iwebhusayithi eyiyo yile https://www.sun.ac.za/english/Pages/Ombudsman.aspx

5.6. Umntu osesikhundleni kufuneka azame ukuqinisekisa ukuba abachaphazelekayo abatyhafi okanye bagrogriswe ukuba baye kwiOfisi kaNozikhalazo.

5.7. UNozikhalazo kufuneka anike indlebe yovelwano kwabo bachaphazelekayo abakwimeko ebuthathaka okanye aboyika ukogrogriswa ngenxa yobudlelwane obukhoyo babo banamagunya okanye izikhundla.

5.8. IOfisi kaNozikhalazo kungadityanwa nayo nangaliphi na ixesha ukuze iququzelele, ikhokele okanye imamele, kwaye ihlale ifumaneka kwaye ifikeleleka ngawo onke amaxesha afanelekileyo. Ukuba onke amajelo angaphakathi akhoyo okanye iinkqubo azika setyenziswa zonke, iOfisi kaNozikhalazo kufuneka ithumele ummangali kumntu ochanekileyo okanye umbutho ofanelekileyo weYunivesithi, ngaphandle kwanjengaku (a) okanye (b) njengoko kukhankanywe ngezantsi. Nangona kunjalo, ummangali unelungelo lokuya kwiOfisi kaNozikhalazo kwakhona ukuba umcimbi lowo awusonjululwanga ngendlela eyanelisa ummangali. Njengomthetho, iOfisi kaNozikhalazo iya kuwuthathela ingqalelo umcimbi kuphela ukuba, ngokoluvo lwayo, onke amanye amajelo angaphakathi okanye iindlela zeSU ezifumanekayo kwabo bachaphazelekayo baye bazama ukufumana isisombululo kwingxaki ethile ngaphandle kokuba:

(a) umcimbi ungxamiseke kakhulu; okanye

(b) ubumfihlo bucelwa ngum(aba)mangali.

5.9. IOfisi kaNozikhalazo iya kumamela bobabini abayingxalenye yesimangalo kunye namacala omabini alo mba aphandwayo, o.k.t. umthetho we*audi alteram partem* (akukho mntu uza kubekwa ityala enganikwanga thuba lokuzithethelela) uyasebenza.

5.10. IOfisi kaNozikhalazo inokuqalisa inkqubo yemibuzo ukuze icacise nawuphi na umba ochaphazela iSU obonakala ungafanelekanga ngokumalunga naye nawuphi na ochaphazelekayo. Ukuba kukho imfuneko, uNozikhalazo unokucebisa ukuba iYunivesithi ibuzwe (ngokusesikweni okanye ngokungekho sikweni) (okanye yenze zombini) malunga nemibandela enjalo ekusenokwenzeka ukuba iye yafikelela kwingqalelo kaNozikhalazo.

5.11. Ngokuxhomekeke kuMgaqo, indlela iOfisi kaNozikhalazo ejongana ngayo nomcimbi othile ixhomekeke kwisigqibo sikaNozikhalazo kuphela.

5.12. Ngesicelo esifanelekileyo sommangali, iOfisi kaNozikhalazo inokubonelela ngengxelo efanelekileyo kummangali malunga nesiphumo somcimbi wommangali. Ulwazi kunye nobungakanani bolwazi olunikiweyo luya kuxhomekeka kwisigqibo sikaNozikhalazo kuphela. Ngayo nayiphi na ingxelo eyimfihlo eya kwiYunivesithi, nceda ujonge kumhlathi wesi6.nowesi8 ngezantsi.

5.13. Ukuba iOfisi kaNozikhalazo iye yaqaphela ukophulwa kwemithetho yeyunivesithi okanye imithetho yelizwe ebonakala ifuna inkqubo yoluleko yeSU, inyathelo elifanelekileyo likaNozikhalazo kukuthumela lo mba kwiNqununu ekwayiNgqonyela okanye kwiziseko zangaphakathi ezikhoyo ezifanelekileyo, kuthathelwa ingqalelo izibonelelo zomhlathiwe5.14 apha ngezantsi.

5.14. IOfisi kaNozikhalazo kufuneka kuqala izame ukucacisa ingxaki okanye umcimbi kwelona nqanaba lisezantsi kangangoko kunokwenzeka kwiYunivesithi (o.k.t. ukuba ingasuki ngokukhawuleza iye kwiDini, ilungu leCandelo leNqununu okanye leNgqongyela) ngaphandle kokuba inyathelo elinjalo alifanelekanga, ngokokubona kukaNozikhalazo, ngenxa yokungxamiseka, ukunqongophala kobunqina obuphathekayo kummangali okanye kwiSU, okanye nasiphi na isizathu esibambekayo.

5.15. Xa iOfisi kaNozikhalazo ithumela umba othile ukuba kujongwane nawo okanye ugqityezelwe phakathi kwamacandelo eSU, intloko yelo candelo kufuneka inike ingxelo kwiOfisi kaNozikhalazo malunga nokuba umcimbi lowo uxoxwe kanjani kunye zithini ziphumo. Ingxelo kufuneka inikezelwe kwiOfisi kaNozikhalazo ngexesha elifanelekileyo.

6. Ukunika ingxelo kunye nokunika inkcazelo

6.1. IOfisi kaNozikhalazo inika ingxelo kwiBhunga.

6.2. IOfisi kaNozikhalazo iya kunikezela ngeengxelo zekota malunga nemiba yemisebenzi yemihla ngemihla nefanelekileyo kuSihlalo weBhunga nakwiNqununu neSekela Ngqoonyela ukuze bancedise ekuqinisekiseni ukuba loo miba ihlangatyezwa ngokufanelekileyo.

6.3. UNozikhalazo kufuneka anike iBhunga ingxelo yeenyanga ezintandathu, ekufuneka ibandakanye oku kulandelayo:

6.3.1. isishwankathelo semiba efakiweyo;

6.3.2. iziphumo kunye nezindululo ngokubanzi, ngaphandle kokubeka esichengeni ubumfihlo kunye nokungaziwa, njengoko kufanelekile, eziqinisekisiweyo kwabo bachaphazelekayo abathi baye kufaka imiba kuNozokhalazo;

6.3.3. ezisematheni okanye indlela yokuziphatha ethile enokuba luphawu lwephatheni

ethile;

6.3.4. apho ingxelo efanelekileyo evela kumimandla ethile kufuneka ibandakanywe kule ngxelo.

6.4. Zombini iBhunga kunye noNozikhalazo banokuthi, nangaliphi na ixesha, bamcele uNozikhalazo ukuba aye entlanganisweni neBhunga ukuze anike uNozikhalazo ithuba lokuba abelane naye ngazo naziphi na izimvo ezibonakala zivela ekwenziweni komsebenzi kaNozikhalazo, ze avumele iBhunga ithuba lokuthethathethana noNozikhalazo.

6.5. Ikopi yengxelo ekumhlathi wesi6.3 kufuneka inikwe uSihlalo ngamnye weKomiti yoPhicothozincwadi nezoMngcipheko (ARC) kunye neIKomiti yeNtlalo kunye neNtsulungeko kwezoShishino (SBEC), enokuthi ayinike iikomiti zabo ukuba ziqwalaselwe nokuba ngaba ziqwalasela umngcipheko okanye imbono zentsulungeko ezisesikweni, ukuba ooSihlalo abachaphazelekayo babona oko kuyimfuneko. IOfisi kaNozikhalazo ingakwazi ukuqhagamselana naye nawuphi na uSihlalo ukuba iOfisi idinga uncedo.

6.6. Ngaphandle nje kokubonelela ngerekhodi yemicimbi ethe yafakwa, ingxelo yeOfisi kaNozikhalazo ikwasebenza njengesilumkiso kwangethuba malunga nemiba okanye imicimbi efuna ukuqwalaselwa ngakumbi okanye inyathelo emalithathwe, okanye zombini.

6.7. Naziphi na ziphumo ezinobunyani kunye nezindululo zinokuxelwa amaxesha ngamaxesha kumagosa eSU ngokokubona kukaNOzikhalazo. Ukuba iOfisi kaNozikhalazo iwubona umba ubaluleke ngokwaneleyo, kufuneka inike ingxelo ngeziphumo ezifanelekileyo nezindululo kwigosa leSU elikwelona nqanaba lisezantsi kuneNtloko yeFakhalthi okanye uMlawuli oyiNtloko.

6.8. Iingxelo ezenziwe yiOfisi kaNozikhalazo ziyimfihlo. Ezo ndawo zengxelo kaNozikhalazo zifanelekileyo kummangali okanye abanye abantu abachaphazelekayo kunokwabelwana ngazo kunye nabo ngokokubona kweOfisi kaNozikhalazo.

6.9. IOfisi kaNozikhalazo iyakwazi ukufikelela kwiCandelo leNqununu ukuphakamisa imiba, iindlela okanye iinkxalabo malunga namacandelo athile athe aqatshelwa ekhampasini ukuze kuncediswe iCandelo leNqununu ekujonganeni naloo miba.

7. Ixesha lokuba seOfisini

7.1. Ixesha lokuqeshwa kukaNozikhalazo yiminyaka emihlanu (5) kwaye uNozikhalazo unokuphinda aqeshwe kube kanye, isithuba sesibini esilandelayo seminyaka emihlanu (5) (ngaphandle kokuqwalaselwa abanye abagqatswa).

7.2. Unozikhalazo unokuthathelwa ingqalelo okwesihlandlo sesithathu kusetyenziswa inkqubo evulelekileyo yokuqeshwa, njengoko kuchaziwe kumhlathi wesi8.1. Ukuba lowo uqeshwe kweso sithuba wenza isicelo kwakhona, lowo ubambeleyo uya kuqwalaselwa kunye nabo nabaphi na abanye abagqatswa.

8. Ukuqeshwa

8.1. IBhunga linoxanduva lokuqesha nokuqeshwa kwakhona kukaNozikhalazo

8.2. Ukuqalisa inkqubo yokuqeshwa okanye ukutyunjwa kwakhona kukaNozikhalazo, iBhunga kufuneka linyule ikomiti yezengqesho njengoko kudakanciwe kumhathi wesi8.3 apha ngezantsi.

8.3. Ikomiti yezengqesho iya kubandakanya iKomiti eLawulayo epheleleyo yeBhunga (EC(C)), abameli ababini beARC kunye nabameli ababini beSBEC. Amalungu aphuma kwiARC kunye neSBEC kufuneka ukuba abe ngamalungu angaphandle (azimeleyo). URejistra okanye umthunywa wakhe uya kuba ngunobhala wekomiti yezengqesho.

8.4. Indima yekomiti yezengqesho kukuchonga um(abagqatswa) abafanelekileyo ize ke indulule kwiBhunga ngaabagqatswa, ekuya kuthi emva koko iBhunga, lithe lakuqwalasela, lichonge uNozikhalazo.

8.5. Ikomiti yezengqesho iya kuthathela ingqalelo kuphela umgqatswa ofanelekileyo kwaye umntu uya kuthintelwa ngoko nangoko ukuba abe ngumgqatswa ukuba:

(a) babhengezwe njengabaneengxaki zemali, okwethutyana okanye ngokupheleleyo, yinkundla yezomthetho;

(b) kukho ukungqubana kwemidla;

(c) bafunyenwe benetyala lokwaphula umthetho baze bagwetywe entolongweni ngaphandle kokunikwa isohlwayo esiyimali, kodwa umntu akathathwa njengogwetyiweyo de kube kugqitywe isigqibo sokubhena kwisigwebo okanye isigwebo sesimiselwe, okanye liphelile ixesha lesibheno;

(d) uya kuthintelwa ekuqeshweni njengomlawuli wenkampani phantsi koMthetho weeNkampani;

(e) baye basuswa kulo naliphi na iqumrhu lezobungcali okanye iOfisi okanye iTrasti ngenxa yokungaziphathi kakuhle okanye ukunganyaniseki.

8.6. ICandelo lezaBasebenzi neBhunga leKomiti yeMivuzo yenza isindululo kwiBhunga malunga nomvuzo kaNozikhalazo, ukonyuswa kwayo ngonyaka, kunye nezibonelelo. IBhunga liya kuthi lenze isigqibo malunga nale miba.

8.7. ICandelo leMicimbi yaBasebenzi (HR) leSU kufuneka lazise iBhunga xa ixesha lenkonzo zikaNozikhalazooekhoyo ngoku lifikelela esiphelweni okanye ukuba kukufutshane kuvuleke isithuba sengqesho.

8.8. I-HR iya kubonelela ngenkxaso kwiBhunga nakwikomiti yezengqesho ngakwinkqubo yokuqesha. Inkqubo yokuqeshwa inokubandakanya udliwanondlebe nabagqatswa olwenziwa yikomiti yezengqesho.

8.9. Inkqubo yesisandlo sesibini esilandelelanayo

8.9.1. Emva kwesaziso esivela kuHR, iBhunga liya kuNozikhalazo kwisithuba seenyanga ezilishumi elinesibini (12) ubuncinane phambi kokuphela kwexesha

lalowo uqeshwe kweso sithuba libuze ukuba lowo ubambeleyo unqwenela ukuqhubeka na isihlandlo sesibini.

8.9.2. Ukuba umntu oqeshwe kweso sithuba ubonisa ukukulungela ukuqhubeka kwisihlandlo sesibini, amanyathelo akwinkqubo yokuQeshwa kwakhona akumhlathi wesi8.10 kufuneka elandelwe.

8.10. Amanyathelo eNkqubo yokuQeshwa kwakhona

8.10.1. UNozikhalazo kufuneka angenise la maxwebhu alandelayo kuSihlalo weBhunga:

8.10.1.1. Ingxelo ephathelele kumsebenzi ophunyeziweyo ngexesha esesihlalweni;

8.10.1.2. Ingxelo yombono wesihlandlo sesibini esinokubakho;

8.10.1.3. Iinkcukacha zeCV ezihlaziyiweyo.

8.10.2. USihlalo weBhunga uya kufumana ingxelo evela kwabachaphazelekayo abaphambili kwaye anike ingxelo enjalo kwikomiti yezengqesho ukuze ibandakanywe kuqwalaselo lwayo phantsi komhlathi 8.10.3. Isisandlo sesibini kufuneka siqwalaselwe yikomiti yezengqesho eya kuthi yenze isindululo kwiBhunga ukuba liphinde liqashe lowo usesihlalweni ukuba kufanelekile. Lowo ukwisikhundla akufunekanga alindele ukuba uza kuphinda aqeshwe esinye isihlandlo.

8.10.3. IBhunga lenza isigqibo sokugqibela ngokuqeshwa kwakhona kukaNozikhalazo ngesininzi seevoti zamalungu akhoyo navotileyo.

8.10.4. Ukuba umntu obambe eso sikhundla ufumana ivoti yesininzi samalungu kwiBhunga elikhoyo naxa livota, lowo ubambeleyo utyunjelwa elinye ithuba ngelo xesha limiselwe liBhunga kodwa aliyi kuba ngaphezu kweminyaka emihlanu.

8.10.5. Ukuba umntu oqeshwe kweso sithuba akafumani voti yesininzi, ikomiti yezengqesho iya kuyiqalisa ngokutsha inkqubo.

8.10.6. Emva koko iBhunga lazisa obambeleyo ngesigqibo sokugqibela.

9. Ukusebenza

Ukusebenza kukaNozokhalazo kuya kuvavanywa rhoqo ngonyaka yiECC eya kuthi, ngokwenza njalo, ifumane izimvo ezifanelekileyo kwiBhunga.

10. Ukubeka phantsi emsebenzini, Ukubekelwa buCala kunye Nokususwa

10.1. Unizikhalazo ayingomqeshwa weYunivesithi, kwaye ke ngoko, ukususwa kukaNozikhalazo esikhundleni akusayi kulandela inkqubo emiselweyo yokuyekiswa emsebenzini komsebenzi Njengoko iBhunga linoxanduva lokuqeshwa kukaNozikhalazo, iBhunga likwanoxanduva lokususauNozikhalazo esikhundleni. Kule nkqubo, iBhunga lixhaswa yiOfisi kaRejistra.

10.2. UNozikhalazo uya kuthintelwa ukuba iqhubeke nesikhundla ukuba ngaba uye wakhutshelwa ngaphandle ngokuzenzekelayo njengomgqatswa phantsi komhlathi 8.5 apha ngasentla.

10.3. Ukwaphulwa komthetho ngokumandla, ukuziphatha kakubi okumandla,

ukungakwazi ukusebenza kakuhle okanye impilo enkenenkene okanye ukwenzakala, ukungafaneleki, ukubekelwa bucala, ukungakwazi ukwenza umsebenzi, ukungahoyi kunye nokutyeshela ukwenziwa kwemisebenzi kaNozikhalazo iya kuba zizizathu zokuba iBhunga limsuse uNozikhalazo.

10.4. Le nkqubo ilandelayo iyasebenza, ukuba iBhunga liyithathele ingqalelo ekususeni uNozikhalazo eOfisini:

10.4.1. IBhunga linokuthi limgxothe uNozikhalazo esikhundeli ngesininzi sesibini esithathwini seevoti zawo onke amalungu eBhunga akhoyo navotileyo;

10.4.2. Inkqubo iqalwa si(zi)khalazo okanye isi(zi)tyholo;

10.4.3. Isi(zi)khalazo okanye isi(zi)tyholo kufuneka:

10.4.3.1. si(zi)fakhe kuRejistra njengonobhala weBhunga, okanye umthunywa wabo;

10.4.3.2. si(zi)be si(zi)bhaliwe;

10.4.3.3. si(zi)chaza imihlaba apho isi(izi)khalazo okanye isi(zi)tyholo zisekelwe khona kwaye

10.4.3.4. si(zi)bandakanye bonke ubungqina obuxhasayo.

10.5. URejistra okanye umthunywa wakhe, emva kokufumana isi(zi)khalazo okanye isi(zi)tyholo, kufuneka angenise oku kunye nawo onke amaxwebhu axhasayo kwiECC. I-ECC iya kuqwalasela ukuba kukho ukufaneleka kwesi(zi)khalazo okanye isi(zi)tyholo.

10.6. Ukuba iECC, ifumanise ukuba kukho ukufaneleka kwesi(zi)khalazo okanye isi(zi)tyholo, iBhunga malinyule ikomiti eya kuphanda ngesi(izi)khalazo okanye isi(zi)tyholo (apha iza kubizwa ngokuba yiKomiti yoPhando). Ukusekwa kweKomiti yoPhando kuwela phantsi kwegunya leBhunga. Amalungu asebenza kwiKomiti yoPhando kufuneka bangakhethi cala, kungabikho kungqubana kwemidla malunga nesi(zi)khalazo, isi(zi)tyholo okanye uNozikhalazo kwaye kufuneka akwazi ukwenza uphando ngolu hlobo.

10.7. IBhunga kufuneka limisele imiqathango eza kulandelwa kunye nesigunyaziso seKomiti yoPhando semiba ekufuneka iqwalaselwe. Imiqathango yemiba ekufuneka kugxilwe kuyo kufuneka ubuncinane ibandakanye amagunya okuphanda, ukuqokelela ubungqina kunye nokubiza amangqina.

10.8. IKomiti yoPhando iqhuba uphando olunzulu nolungakhethi cala kwisi(zi)khalazo okanye isi(zi)tyholo. Ngokuxhomekeke kwimiqathanga yemimandla emakugxilwe kuyo yokugqibela evunyiweyo liBhunga, uphando lusenokubandakanya udliwanondlebe, ukuphononongwa kwamaxwebhu okanye naliphi na elinye inyathelo eliyimfuneko ukuze kufunyanwe lonke ulwazi olufanelekileyo. IKomiti yoPhando inokuphinda idibane nabachaphazelekayo abafanelekileyo kwaye iqokelele ulwazi olongezelelweyo okanye iingcaciso njengoko ibona kufanelekile.

10.9. Ukuba iKomiti yoPhando ifumanisa ukuba kukho imihlaba ebambekayo yesi(izi)khalazo okanye isi(zi)tyholo ngakuNozikhalazo, iKomiti yoPhando

kufuneka yenze ngokusesikweni isiphumo sophando ekubhekiswa kulo kumhlathi we10.8 apha ngasentla kwaye idwelise isi(zi)tyholo kunye ubungqina obuxhasayo.

10.10. UNozikhalazo uza kwaziswa ngokusesikweni ngesi(zi)tyholo ngakuye kwaye inikwe ithuba elaneleyo lokuphendula ngakuzo. Ixesha elifanelekileyo lekuphendula labo liya kusekwa yiKomiti yoPhando kwaye liya kuxhomekeka kuhlobo lwesi(zi)tyholo okanye ulwaphulom(i)thetho.

10.11. UNozikhalazo uza kuba nelungelo lokumelwa ngokusemthethweni ngeendleko ezizezakhe ngokubona kwakhe.

10.12. Ukuba uNozikhalazo unqwenela ukuphendula kuphando, angenza njalo.

10.13. Ukuba uNozikhalazo uthatha isigqibo sokuthatha inxaxheba kulo naliphi na inqanaba lophando, uNozikhalazo unethuba lokuphendula kwisi(zi)tyholo okanye kwisi(zi)khalazo kunye nophando, iKomiti yoPhando inokuphinda iphande ngayo nayiphi na imiba engekaqwalaselwa ephakanyiswe nguNozikhalazo okanye nayiphi na imiba engekagqitywa liqela elibandakanyekayo.

10.14. IKomiti yoPhando inokuphinda ibize uNozikhalazo ukuba avele phambi kwayo ukuze acacise okanye anabe banzi ngawo nawuphi na umba wophando.

10.15. IKomiti yoPhando kufuneka iphonononge bonke ubungqina, impendulo kaNozikhalazo kunye nalo naluphi na ulwazi olufanelekileyo kwaye ithathe isigqibo ngesiphumo esifanelekileyo, esokuba kukho imihlaba eyaneleyo yokumsusa uNozikhalazo esikhundleni okanye icebise nasiphi na esinye isohlwayo esifanelekileyo okanye, ngokusekelwe kwiinyani, akukho nyathelo livumelekileyo elinokuthathwa. IKomiti iya kubonelela ngesiphumo sophando kunye nesindululo ngesiphumo esifanelekileyo kwiBhunga.

10.16. USihlalo weKomiti yoPhando, ngoncedo lukaRejistra, kufuneka aqinisekise ukuba irekhodi elipheleleyo layo yonke imisebenzi yekomiti, iingxoxo, unxibelelwano olubhaliweyo nolomlomo kwakunye nalo naluphi na uhlobo lobungqina obufunyenweyo kunye/okanye obuqwalaselweyo, bubhalwe kunye/okanye. bugcinwe ubuncinane iminyaka emihlanu.

10.17. Emva kokuqwalasela isindululo seKomiti yoPhando, iBhunga linokugqiba ekubeni lamkele iziphumo kunye neengcebiso okanye lilungise iziphumo kunye nezindululo.

10.18. IBhunga liya kunxibelelana ngesiphumo nesigqibo seBhunga kuNozikhalazo. Isiphumo kufuneka siquke izizathu zesindululo seKomiti yoPhando kunye nesigqibo seBhunga kunye neziphumo zaso.

11. Uhlaziyo loMgaqo

Lo Mgaqo kufuneka uhlaziywe ubuncinane rhoqo emva kweminyaka emihlanu (5) okanye ngokukhawuleza ukuba kuyimfuneko.

12. Ulungiselelo lwexeshana

Njengoko lo Mgaqo uya kuba nefuthe kwixesha likaNozikhalazo okhoyo ngoku, nokuqinisekisa ukungqinelana nale migaqo ilungisiweyo, iBhunga liya kwandisa ixesha langoku likaNozikhalazo ngeminyaka emibini. Ngoko ke, ngokwenjongo yalo Mgaqo, uNozikhalazo ose sikhundleni uya kuthathwa njengogqibe izihlandlo ezimibini zeminyaka emihlanu ngomhla wama30 kweyeDwarha ka2026.