

USUKU LWEPOLIYO

24 KWEYEDWARHA

IPOLIYO SISIFO ESIBANGELWA ZIINTSHOLONGWANE NESINOKUBANGELA UKUBA ISIGULANE SIKHUBAZEKE UMPHELO (UKUKHUBAZEKA EMZIMBENI) OKANYE INGADE IBANGELE NOKUFA. NGOKWENKCAZELO YE-EMPLOYMENT EQUITY (ACT 55 OF 1998) UMNTU OTHE WAXILONGWA WAFUNYANISWA ENESI SIFO KUTHIWA UKHUBAZEKILE.

Imiqondiso yokuqala neempawu zepoliyo ngexesha lobuntwana

Imiqondiso neempawu zokuqala zepoliyo ezibonakalayo ebuntwaneni azicaciseki kodwa ziquka ifiva, intloko ebuhlungu, izihlunu ezibuhlungu nokugabha. Le nto iya kuqhubeka ade umntwana angabi namandla, ilungu okanye amalungu angasebenzi.

Ungayithintela ipoliyo:

Ngeli xesha ihlabathi lijamelene ngokukodwa nemiba ephambili yeevaksini ezitsha zokukhusela iCOVID -19, kodwa ke kusekho imfuneko yokuba kuqinisekise ukuba ayiphosakali indlela emayilandelwe yokugonya. Qinisekisa ukuba abantwana bayigonyelwe ngokupheleleyo ipoliyo.

iPoliyo njengemeko yokukhubazeka nokusebenza

Umzekelo; UMnu Jacobs usebenza njenge-sterilisation operator kwiziko-mpilo elithile. Imeko yomsebenzi wakhe efunisa asebenzise amandla omzimba, imnika umngeni ekubeni awenze umsebenzi wakhe ngokufezeka ngokomnqweni wakhe. Imihla ngemihla yokusebenza uMnu Jacobs kufuneka enze umsebenzi wokucoca ngesibulali-ntsholongwane (sterilization) kwiiyunithi ezinonophela izigulane, kumagumbi otyando nakwamanye amacandelo apho aqokelela, acoce izixhono, ikwanguye olawula ezi zixhobo zisetyenziswa kwezotyando nezonyango, azihambise azise kumacandelo ezifuneka kuwo. Umngeni ajongene nawo ngokwasemzimbeni ekwenzeni umsebenzi wakhe, kukuma ixesha elide, ukuhamba, ukuphakamisa, ukutyhiliza nokupakisha izinto ezinzima, umz. iibhaskithi, iitroli, njlnjl. Umphathi wakhe umthatha njengojongene nomngeni kwimisebenzi ekufuneka kusetyenziswe umzimba. Imeko enjengale, amanyathelo aphambili amakawalandele umphathi wakhe ngawokuba ahlale intlanganiso noMnu Jacobs ukuze babonise ngendlela yokwenza umsebenzi wakhe kulandelwa isikhokelo solungiselelo-meko ngendlela elungele umsebenzi.

Izinto ezenziwayo kulo msebenzi Imisebenzi eyenziwayo:

- Ukuqinisekisa ukuba iiprodakthi zokubulala iintsholongwane nezixhobo zokusebenza zisemgangathweni.
- Ukugcina iyunithi icociwe ngesibulali-ntsholongwane nezixhobo zomatshini wokuhlamba.
- Ukwenza imisebenzi enzima, umz. uhambisa imithwalo neetreyi zezixhobo zonyango zisisiwa kwiindawo ezahlukeneyo.

Ungambeka njani umntu kwindawo emfaneleyo?

- **Qaphela: Ngokwasemthethweni, kumiselwe ukubamalubekho olungiselelo olufanelekileyo olwenziwayo njengeniyathelo lokuqala lokubonisana phakathi komsebenzi nomphathi wakhe.**
- **Umphathi uya kubuza le mibuzo ilandelayo ngenjongo yokuqonda iimfuno zomntu ongumsebenzi:**
 - o Ingaba uchazile na ukuba uphila nokhubazeko?
 - o Zeziphi izinto ezikubambelayo ekwenzeni imisebenzi yakho?
 - o Ingaba zeziphi iingxaki othe waziphawula xa usenza umsebenzi wakho?
 - o Yeyiphi eyona misebenzi oba nengxaki ukuyenza ngenxa yoku kubambezeleka?
 - o Ingaba unazo iziphakamiso malunga nendlela onokulungiselelwa ngayo efanele imeko yakho?
- Qhagamshelana ne-Disability Component malunga nemimiselo namathuba afumanekayo olungiselelo olufanelekileyo alungele umsebenzi nomphathi wakhe.

Yakuba iqinisekisiwe inkqubo yolungiselelo olufanelekileyo, kuya kuba luncedo ukudibana nomsebenzi ukukhangela ukuba olu lungiselelo lufanelekile na kwanokukhangela ukuba zisekhona na ezinye izinto ezilufunayo olu lungiselelo.



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